

Supporting Good Decisions

**Promoting Equality and Human Rights;
Reducing Poverty; and
Protecting the Environment**

Integrated Impact Assessment Form

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**Promoting Equality and Human Rights;
Reducing Poverty; and Protecting the Environment**

Title of Policy/ Proposal	East Lothian Community Justice Local Outcome Improvement Plan 2021-2024 (EL CJ LOIP)
Timescale for Implementation	June 2021 – March 2023
IIA Completion Date	March 2021
Completed by	Steph Kerr
Lead officer	Neil Mitchell/ Sharon Saunders

Section 1: Screening

1.1 Briefly describe the policy/proposal/activity you are assessing.

Set out a clear understanding of the purpose of the policy/ proposal/ activity being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

The Community Justice (Scotland) Act 2016 states that we should publish an Integrated Impact Assessment (IIA) alongside our Community Justice LOIP. This shows that we have assessed the impact of our revised CJLOIP against the public sector equality duty in the Equality Act 2010. The CJLOIP sets out key aims of improving outcomes for people where ever they are on the justice pathway. Therefore it aims to prevention offending and reoffending by targeting work around early intervention and prevention, getting it right to reduce reoffending and community engagement. The CJLOIP has a clear focus on reducing poverty and inequality. The Community Justice Partnership has strategic oversight of the delivery of this work.

1.2 What will change as a result of this policy?

Increased partnership working and targeted/ focused work to reduce offending and reoffending. Greater accountability on the CJ Partners to deliver on the actions and outcomes detailed in the CJLOIP.

1.3 Deciding if a full Impact Assessment is needed.

Please answer the following questions:

	Yes	No
1. The policy/ proposal has consequences for or affects people e.g. how they	X	

can access a service?		
2. The policy/proposal has potential to make a significant impact on equality and human rights, socio-economic disadvantage, the council's role as a corporate parent, or the council's commitment to tackling climate change?	X	
3. The policy/proposal is likely to have a significant environmental impact as defined by the Environmental Impact Assessment (Scotland) Act 2005?		X
4. The policy/ proposal involves a data processing activity (storage / collection of personal data) that is likely to result in a high risk to individuals as determined by Article 35 of the General Data Protection Regulation?		X

- If you have answered yes to questions 1 and 2 above, please proceed to complete the Integrated Impact Assessment. If you have answered No then an IIA does not need to be completed. Please keep a copy of the screening paperwork.
- If you have answered yes to question 3, you will need to consider whether you need to complete a Strategic Environmental Assessment.
- If you have answered yes to question 4, you will need to consider whether you need to complete a Data Protection Impact Assessment. Please seek further advice from the Team Manager Information Governance.

Section 2: Integrated Impact Assessment

2.1 Have those who are directly affected by the policy had the opportunity to comment on new proposals?

The CJLOIP contains a "Participation Statement" which details who we have previously consulted with and a wider public consultation on the CJLOIP will be carried out in April 2021 and the findings published on ELC Consultation Hub/ ELC CJ Webpage.

2.2 What information/data have you used to inform the development of the policy to date?

Locally, A Community Justice Strategic Needs and Strengths Assessment (SNSA) was completed in September 2020. The CJLOIP contains a section on the Community Justice demand which details key demands on services gathered from local data. This covers community justice related service areas such a housing/ homelessness, substance misuse, domestic violence, criminal behaviour, and imprisonment.

Nationally, we are using the latest research on adverse childhood experiences, trauma informed approaches and lived experience to develop our plan.

2.3 What does the evidence/ research suggest about the policy’s actual or likely impact on equality groups and those vulnerable/ or experiencing socio-economic disadvantage?

Evidence	Comment
Which groups are in particular need of this service?	<p>We make it clear throughout the CJLOIP that crime, poverty and disadvantage are inextricably linked. The groups of people who need our services are wide and varied and open to all equalities groups. These groups include but are not limited to people with convictions, their families, children and young people, victims of crime, local communities and people working in the community justice realm. The CJLOIP acknowledges that people involved in the justice system are disproportionately affected by poor housing/ homelessness, poor mental health, poverty, addictions, and crime itself (as victims of crime). All community justice services are available to people from protected and vulnerable groups as needed.</p> <p>We clearly identify in the CJLOIP the expected outcomes for service users and in our CJ Annual Report we detail the positive outcomes for service users.</p> <p>Detail on the service user experience can be found in our participation statement and our commitment to deliver on our approach to ‘smarter justice – better outcomes’ contained within the CJLOIP.</p> <p>Consultation with stakeholders on the CJLOIP will take place in April 2021.</p>
What level of service uptake/ access is there from protected and vulnerable groups?	
Can you identify positive outcomes for service users	
What is the service user experience of those from protected or vulnerable groups?	
What opportunity have those from protected groups had to co-produce or comment on the service/ plans?	

2.4 How does the policy meet the different needs of groups in the community?

	Comments
<p>Equality Groups</p> <ul style="list-style-type: none"> • Older people, people in the middle years • Children and young people children • Women, men and transgender people (includes issues relating to pregnancy and maternity) • Disabled people (includes physical disability, learning disability, sensory impairment, long- 	<p>The CJLOIP contains improvement actions that will meet the needs of different age groups (and equalities groups). We have a workstream focused on children and young people (Early Intervention and Prevention) and within that are actions focused on improving outcomes for people in care, young people experiencing mental health issues and diversionary activity for those committing antisocial behaviour. Both the</p>

<p>term medical conditions, mental health problems)</p> <ul style="list-style-type: none"> • Minority ethnic people (includes Gypsy/Travellers, migrant workers) • Refugees and asylum seekers • People with different religions or beliefs (includes people with no religion or belief) • Lesbian, gay, bisexual and heterosexual people • People who are unmarried, married or in a civil partnership 	<p>Early Intervention and Prevention, and the Getting it Right to Reduce Reoffending Workstreams have dedicated actions to improve access to mental health and addiction services across the age ranges.</p> <p>We detail in our approach to ‘smarter justice – better outcomes’ how we will use Trauma informed approaches, evidence on Adverse Childhood Experience and the Hard Edges report to meet the needs of the people we work with. We also show our commitment to hearing peoples lived experience of community justice and to use peer mentoring as way of moving peoples lives forward.</p>
<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Lone Parents • Care experienced children and young people • Carers (including young carers) • Homeless people • Those involved in the community justice system • People with low literacy/numeracy • Families with 3 or more children • Those with a child/ children under 1 	<p>The CJLOIP is framed around supporting people who experience poverty and disadvantage. The improvement actions contained within the CJLOIP are targeted at meeting the needs of those vulnerable to falling in to poverty.</p>
<p>Geographical communities</p> <ul style="list-style-type: none"> • Rural/ semi rural communities • Urban Communities • Coastal communities • Those living in the most deprived 	<p>The CJLOIP recognises that deprivation and geography (particularly the rural nature of EL and the limited public transport options and costs in some areas) has significant impacts on people’s ability to access and engage with services. Where possible these are addressed directly via the relevant services (i.e the provision of transport or</p>

communities (bottom 20% SIMD areas)	money to cover the cost of transport).
<p>People with communication needs:</p> <ul style="list-style-type: none"> • Gaelic Language Speakers {refer if necessary to the Council’s Gaelic Language Plan} • British Sign Language (BSL) users {refer if necessary to the Council’s BSL Plan} • English as a Second Language • Other e.g. DeafBlind, Plain English, Large Print 	All information needed in alternative format and language is available on request.

2.5 Are there any other factors which will affect the way this policy impacts on the community or staff groups?

We have a workstream focused on Community Engagement and the work of this group will help support a shift in thinking from local communities to support the smart justice agenda. Our approach also details a roll-out of trauma informed approaches which will have a positive impact on the way we work with people and take into account their lived experience.

2.6 Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?
 NA

2.7 Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

Yes, as detailed in previous section

2.8 Please consider how your policy will impact on each of the following?

<p>Equality and Human rights</p> <ul style="list-style-type: none"> • Promotes / advances equality of opportunity e.g. improves access to and quality of services • Promotes good relations within and between people with protected characteristics and tackles harassment • Promotes participation, is inclusive and gives people control over decisions which affect them • Preserves dignity and self-respect of individuals (does not lead to degrading treatment or stigma) • Builds support networks, resilience, community capacity
<p>Comments: Every aspect of the CJLOIP is focused on having a positive impact on equality and human rights. The improvement actions contained within the plan meet the above 5 bullet points in various</p>

ways. For example, our support to deliver the Equally Safe Priority 4 via each workstream will impact on bullets 1-3 and our actions around peer mentoring schemes deliver on bullet points 4&5.

Socio-Economic Disadvantage / reducing poverty

- Maximises income and/or reduces income inequality
- Helps young people into positive destinations
- Aids those returning to and those progressing within the labour market
- Improves employability skills, including literacy and numeracy
- Reduces the costs of taking part in activities and opportunities
- Reduces the cost of living

Comments: As per previous comments. The CJLOIP is focused on improving outcomes for people experiencing poverty and disadvantage as detailed in the work of the Getting it Right to Reduce Reoffending and Early Intervention and Prevention workstreams. The CJLOIP will have positive impacts on all of the bullets listed above.

Tackling Climate Change

- Reduces the need to travel or increases access to sustainable forms of transport
- Minimises waste / encourages resource efficiency / contributes to the circular economy
- Ensures goods / services are from ethical, responsible and sustainable sources
- Improves energy efficiency / uses low carbon energy sources
- Protects and/or enhances natural environments / habitats / biodiversity
- Promotes the transition to a low carbon economy
- Prepares and/or adapts communities for climate change impacts

Comments: NA

Corporate Parenting and Care Experienced Young People

- Impacts on care experienced young people
- Provides opportunities or reduces opportunities to participate in activities which are designed to promote the wellbeing of young people
- Adversely affects the wellbeing of young people
- Adversely impacts on outcomes for care experienced young people

Comments: The CJLOIP details commitments to care experienced young people through the Early Intervention and Prevention workstream. There will be no negative/ adverse impacts on this group through the improvement actions we detail.



Section 3. Action Plan

What, if any changes will be made to the proposal/ policy as a result of the assessment?

Changes to be made	Expected outcome of the change	Resources Required	Timeline	Responsible person
None identified				

For consideration of the Head of Service

Can you identify any cumulative impacts on equality groups or vulnerable people arising from this policy, when considered alongside other changes across other services?

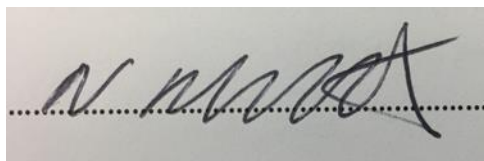
None identified

Sign off by Head of Service and the Community Justice Partnership Chair



Name: Sharon Saunders. Head of Communities and Partnerships

Date: 04/05/2021



Name: Neil Mitchell. Chair of the Community Justice Partnership

Date: 04/05/2021

