

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



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Title of Policy/ Proposal	The Midlothian Community Justice Outcomes Improvement Plan 2017 – 2020
Completion Date	20 th February 2017
Completed by	Hamish Fraser
Lead officer	Hamish Fraser

Type of Initiative:

Policy/Strategy

Programme/Plan

Project

Service

Function

Other

New or Proposed

Changing/Updated

Review or existing

1. Briefly describe the policy/proposal you are assessing.

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

The plan relates to reducing offending and re-offending in Midlothian, and moving planning to achieve this to a local level and involving communities to achieve this.

2. What will change as a result of this policy?

The number of offenders will reduce, and local communities will be involved in priority setting.

3. Do I need to undertake an Integrated Impact Assessment?

High Relevance	Yes/no
1. The policy/ proposal has consequences for or affects people	Yes
2. The policy/proposal has potential to make a significant impact on equality	No
3. The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	Yes
4. The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	N/A
5. The policy/proposal has little relevance to equality	
6. The policy/proposal has negligible impact on the economy	
7. The policy/proposal has no/ minimal impact on the environment	
If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.	

If you have answered yes to 1, 2, or 3 above, please proceed to complete the Integrated Impact Assessment.

If you have identified that your project will have a significant environmental impact (4), you will need to consider whether you need to complete a Strategic Environmental Assessment.

4. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	Seven strategic assessments on the causes of offending in Midlothian looking at health, mental health, employment and education, substance misuse, positive relationships, housing and positive attitudes were completed.

	<p>A three year offender profile was completed to identify the types of crime being committed in Midlothian and the demographic profiles of those committing these crimes. A Gap Analysis of services was completed to look at services in place and to identify gaps in service provision. Data from the Citizen's Panel surveys was used to inform planning.</p> <p>An engagement exercise was carried out in September 2016 to gather the views of the public on the causes of crime in their localities and what could be delivered by partner agencies to reduce this.</p> <p>The draft CJOIP has been put out to public consultation and this is due to finish on 19th February 2017. The feedback from the public will be input into the plan.</p> <p>The plan has been widely distributed to partner agencies including the third sector seeking their feedback. Twitter and Facebook have also been used to publicise the plan.</p> <p>An Easy Read version of the plan has been produced.</p>
Data on service uptake/access	No
Data on quality/outcomes	No
Research/literature evidence	<p>Please see the attached document for a list of all references used when the seven strategic assessments were completed</p> <p> Literature reference list.docx</p>
Service user experience information	Yes - Community Pay back orders exit interviews
Consultation and involvement findings	In September 2016 the Midlothian Community Safety and Justice Partnership carried out an engagement exercise with communities to find out what people and groups felt were the causes of crime in their area and what could be done to reduce this. A total of 122 responses were received and we asked respondents to rate a number of supports that are known to reduce offending and the results showed that the highest percentage of respondents felt that support to address mental health issues, victims of abuse, tackle youth anti-social behaviour and drug abuse were the most

important issues. The lowest positive response was for supporting people with an offending history to find suitable housing and assistance with financial matters. The views of respondents are reflected in our plan.

	No. Answered	% High	% Med	% Low
Education	112	68.6	29.5	5.4
Alcohol	116	68.1	30.3	4.3
Drugs	114	80.7	15.8	7
Attitudes	116	74.1	26.7	2.6
Youth ASB	114	84.2	16.7	2.6
Housing	109	47.8	45.9	10.1
Employment	114	72.8	27.2	3.5
Parenting/Family Life	111	76.6	22.5	4.5
Finances	110	50	46.4	7.3
Victims of abuse	110	88.2	12.7	2.7
Mental health	113	88.5	12.4	2.7

The responses to the questionnaire highlighted that little was known about Community Justice by members of the public and this demonstrates that a significant amount of work needs to be inform community groups and the public about the Community Justice and what action is being taken in Midlothian to reduce offending and re-offending.

Good practice guidelines	The Scottish Government have issued a National Strategy for Community Justice, Guidance for Local Partners and the Care Inspectorate has produced A Guide to Self-evaluation.
Other (please specify)	Easy Read version of the questionnaire and draft plan provided.
Is any further information required? How will you gather this?	There will be continual consultation and engagement with communities throughout the life of the plan, (2017 – 2020).

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

	Issues identified and how the strategy addresses these
<p>Equality Groups</p> <ul style="list-style-type: none"> • Older people, people in the middle years, • Young people and children • Women, men and transgender people (includes issues relating to pregnancy and maternity) • Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) • Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) • 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>As a result of the strategy older people and people in middle years should feel safer in their communities.</p> <p>This strategy should have a positive effect on young people and children through preventative interventions in schools.</p> <p>This strategy should have a very positive effect on women and girls through a strong emphasis on attitudinal changes.</p> <p>The strategy should help to reduce crime and fear of crime in the communities for all groups</p> <p>As above</p> <p>As above</p> <p>As above</p> <p>As above</p> <p>As above</p>

<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Single Parents and vulnerable families • Pensioners • Looked after children • Those leaving care settings (including children and young people and those with illness) • Homeless people • Carers (including young carers) • Those involved in the community justice system • Those living in the most deprived communities (bottom 20% SIMD areas) • People misusing services • People with low literacy/numeracy • Others e.g. veterans, students 	<p>Analysis of Midlothian data shows that those that are most likely to offend are living in areas of multiple deprivation, males aged between 20 and 24, have accommodation, substance misuse, employment and financial problems and had left school at the minimum school leaving age with limited qualifications.</p> <p>This plan will address these problem areas through early intervention and prevention.</p>
<p>Geographical communities</p> <ul style="list-style-type: none"> • Rural/ semi rural communities • Urban Communities • Coastal communities 	<p>Crime exists in both the rural, semi rural and urban communities of Midlothian, and this strategy will have a positive impact across the area.</p>

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

No

7. 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?

No – all work associated with this strategy will be carried out by Midlothian Community Planning Partnership partners. All partners report under the Equality Act 2010 legislation and are fully committed to the ethos of that legislation.

8. 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 – in line with Midlothian Council’s Communicating Clearly policy, as required, documentation can be made available in different/alternative formats.

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

Objectives	Comments
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	This plan aims to ensure that there is equity in access to high quality services for all.
Promotes good relations within and between people with protected characteristics and tackles harassment	This plan works to deliver a fair playing field between those who share a protected characteristic and those who do not.
Promotes participation, inclusion, dignity and self control over decisions	Participation is greatly encouraged through road shows, and social media. The Scottish Government guidance includes Person-centric Outcomes which focus on improved life chances, positive relationships and resilience and capacity.
Builds family support networks, resilience and community capacity	This plan works to ensure that communities are involved and consulted in the reduction of offending.
Reduces crime and fear of	The overall aim of the plan is to reduce offending.


crime	
Promotes healthier lifestyles including <ul style="list-style-type: none"> • diet and nutrition, • sexual health, • substance misuse • Exercise and physical activity. • Lifeskills 	<p>Substance misuse is prevalent with those that offend and this plan focuses on safe recovery from substance misuse with improved access to services including mental health services.</p> <p>The Community Payback team will focus on teaching life skills to offenders to enable them to reduce their offending and make a greater contribution to society.</p>
Environmental	
Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	Not applicable
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms of transport	
Improves the physical environment e.g. housing quality, public and green space	
Economic	
Maximises income and /or reduces income inequality	This plan works towards early intervention and prevention to encourage individuals to gain

Helps young people into positive destinations	qualifications and enter positive destinations on leaving school which will then help individuals to gain employment. It is known that those that are in employment are less likely to offend than those who are not. Reduced unemployment and offending will improve the local economy.
Supports local business	
Helps people to access jobs (both paid and unpaid)	
Improving literacy and numeracy	
Improves working conditions, including equal pay	
Improves local employment opportunities	

10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
Despite continued efforts we have been unable to consult with families of those that have been impacted by the criminal justice system.	Requests for support from Children & Families practitioners have not been successful.	Continued work with Children & Families Head of Service to identify families.	March 2018	H Fraser

11. Sign off by Director

Name 

Date 17 March 2017