

Equality impact assessment screening form

Section one: screening for impact	
Name of strategy, project, policy or decision:	Development of new joint (with HMI Prisons) inspection arrangements for secure training centres
Project lead completing assessment:	Jeremy Gleaden
Position:	PO
Division/directorate:	Development, social care
1. What is the main purpose of the strategy/project/policy?	
<p>To develop a new joint (with HMI Prisons) framework, joint inspection standards and associated inspection guidance for the inspection of secure training centres (STCs).</p> <p>This is the first equalities screening. At each stage of the development a further screening will be undertaken to ensure the policy developed promotes equality of opportunity and inclusive practice during inspection and as a result of inspection.</p> <p>The new draft joint framework and evaluation schedule and grade descriptors will be consulted on in April 2012. The draft framework includes judgements on the overall effectiveness of the service, the safety of young people, the behaviour of young people, the wellbeing of young people, the achievements of young people, and the resettlement of young people. The judgement in relation to wellbeing looks at how the service promotes diversity and young people's positive identity. However all judgement areas cover equalities and diversity in some form. The inspection looks at how young people's cultural background and personal identity (including disability, ethnicity, faith, gender, language, religious belief, and sexual orientation) are positively addressed in both daily living and training planning and how this leads to a clear sense of emotional wellbeing. The framework is underpinned by joint inspection standards agreed by Ofsted, HMI Prisons and the Youth Justice Board.</p> <p>The joint framework will help focus inspection on the impact an STC has in improving outcomes in all areas of the lives of young people living there.</p>	
2. List the relevance of the policy to Ofsted's public equality duties. If there is no relevance please state reasons why.	

The inspection framework requires inspectors to look at the quality of STCs' and how they meet the evaluation schedule and grade descriptors. This will help ensure that young people's needs are met. Our duties to promote the elimination of discrimination, harassment and victimisation and to advance equality of opportunity are met through the implementation of this new joint framework.

3. Who will be the main stakeholders/users of the strategy/project/policy?
Please consider the impact of the policy on the different groups of stakeholder /users.

STCs managers and staff
Young people (including former residents)
Parents and carers

4. Please enter in your start and proposed end dates of the assessment.

Start June 2011
End date September 2012

5. Have you already consulted with people about this work? If yes, briefly describe what you did and with whom. Is there any external or additional research that you can use to support the development of this policy?

The following are the groups who will be targeted (in addition to the main stakeholders outlined in section 3) during the formal consultation period:

Department for Education
Office of the Children Rights Director
Local authorities directors of children's services
Local authority youth offending service managers
Local Safeguarding Children Boards
Local Authority Designated Officers
Association of Directors of Children's Services
Secure escort providers
NSPCC
A National Voice
Care Leavers Association
NCB
Inspectors
Children's Rights Alliance
Secure Accommodation Network
NACRO
Shelter
Equality and Human Rights Commissioners for England
STC trade unions
The Law Society
National Offender Management Service
Department of Health
Care Quality Commission
YJB monitors
The Howard League
The Management Restraint Board
The Restraint Accreditation Board
Magistrates association

6. Use the table to show:
- Where you think that the strategy/project/policy could have a negative impact on any of the equality strands, that is, it could disadvantage them – if no impact please note the evidence for this.
 - Where you think that the strategy/project/policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

	Positive impact	Negative impact	No impact	Reason and evidence (provide details of specific groups affected even for no impact)
Age	x			<p>The age that young people are placed in STCs can range from 12 – 17 years). This can cause difficulties for younger children, unless appropriately placed in specific units within the STC.</p> <p>Some young people aged 16+ experience housing difficulties on release.</p> <p>The joint framework looks at how the needs of children, across the full age range, are met. It will identify any areas of concern and address these.</p>

Disability	x			<p>STCs cater for young people including some with a degree of learning disability, physical disability and/or mental health problems. Some young people can be disadvantaged by their level of literacy. Services need accessible communication to ensure the views of all young people are heard and they are kept informed of plans and developments that concern them. The physical environment must meet mobility needs and be appropriately responsive to behaviour which is related to the young people's disability and is not misinterpreted.</p> <p>The joint framework looks at how the STCs' meets all young people's needs and will help promote good practice. Inspectors will be supported to ensure they access the views of all young people and that these inform the inspection by ensuring young people are seen at a time and a place which is most appropriate to them.</p>
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Gender	x			<p>Some units within an STC are gender specific. Proportionally there are higher numbers of boys in STCs than girls. Whilst the joint framework is not likely to impact differently on boys or girls it should pick up issues relating to gender. For example whether care is given appropriately and gender needs are recognised in the STC.</p> <p>A particularly vulnerable group is young women who are pregnant or who have a baby, taking into consideration maternity as an equality characteristic.</p> <p>The joint framework looks at how the STC ensures that the purposeful activities on offer to all young people are accessible to all.</p>
Gender identity	x			<p>STCs may be caring for young people who are exploring their gender identity.</p> <p>The framework looks at how the STC meets individual needs the framework allows good and poor practice to be identified.</p>
Sexual orientation	x			<p>The framework looks at how the STC addresses issues such as sexual orientation and homophobic bullying and how these can be considered.</p>

Race	x			<p>Young people are often placed in STCs away from their own community, family and friends as there are only four units nationally. Therefore young people may be isolated and miss opportunities to develop a positive sense of identity and culture.</p> <p>The staff group needs to be able to provide clear and appropriate role models for young people including an appropriate mix of staff from different ethnic backgrounds.</p> <p>The framework looks at how the needs arising from such isolation are met. It will also look at how young people's cultural needs are identified, understood and met. Through this practice can be improved.</p>
Religion or belief	x			<p>Placement away from a local community may lead to religious needs not being met due to lack of facilities and understanding. STCs should compensate for this and ensure young people's needs are met. The framework looks at how an STC ensures that this happens.</p>

7. If you have indicated there is a negative impact on any group, is that impact:		
Legal? (not discriminatory under anti-discriminatory legislation)	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Intended?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Level of impact?	High <input type="checkbox"/>	Low <input type="checkbox"/>

If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete a full equality impact assessment. If not, complete the rest of section one below.	
8. Could you minimise or remove any negative impact that is of low significance? Could you add any additional action to have a positive impact rather than no impact?	
TBC	
9. If there is no evidence that the strategy, project or policy promotes equality, equal opportunities or improved relations – could it be adapted so that it does? If so, explain how.	
TBC	
10. Please list the outcome following this equality impact assessment (this could be no changes, some changes, further work needed around particular groups or cease development of the policy).	
Given this is an early screening of the framework we will look for opportunities to adjust the policy if the EIA process / pilot inspections/ consultation identify potential problems or missed opportunities. The project will ensure there is a clear and appropriate read across from the EIA to the joint inspection standards.	
Please sign and date this form, keep one copy and send a copy to the Head of Equality and Human Rights and your relevant Divisional Manager.	
Signed:	Date: