Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Justice Men's Service: Stride
Completion Date	02 January 2022
Completed by	David Russell
Lead officer	Fiona Kennedy

Type of Initiative:

Policy/Strategy

Programme/Plan — New or Proposed

Project — Changing/Updated

Service — Review or existing

Function — Other

Statement of Intent

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 Community Justice (Scotland) Act 2016 places an obligation on local planning partnerships to produce Community Justice Outcome Improvement Plans to show what will be done to promote social inclusion, reduce (re)offending and support victims of crime. The Midlothian Community Justice Outcome Improvement Plan 2020-2023 was published in April 2020 and sets out 40 actions that Midlothian Community Justice Partnership will take forward over the coming three years to deliver better outcomes for those affected by the justice system. One action contained within the plan is to 'develop a trauma informed service that focuses on tailored, structured intervention and access to wraparound services for men on Community Payback Order (CPO) supervision'.

The first step in designing the new holistic service for men was to consult with those individuals who would be most impacted by the service. One part of this was an online questionnaire (via surveymonkey) devised to capture feedback from clients currently in the Justice system. A total of 18 responses were received from justice clients who were on a CPO at the time. The survey found that 44% (n=8) of all clients who responded reported 'feeling anxious', and 39% (n=7) of clients reported 'feeling low and depressed', making up the largest proportion of issues felt by clients. Over a quarter (28%, n=5) of clients who responded reported 'feeling bored', and are 'coping with issues from childhood'. Issues least experienced by the clients who responded were 'alcohol misuse' and 'drug misuse' (17%, n=3 and 11%, n=2 respectively).

Stride will seek to address above findings by offering men an opportunity to learn about trauma as well as offer a safe space to process it in an attempt to recover from past experiences. This will be facilitated by way of psycho-educational groups that will be offered to men on a CPO. This group work will not be exclusively offence-focussed. Instead, targeted intervention in relation to offending will ultimately remain with the allocated Justice social worker who supervises their CPO. Future scope for Stride will look to offer opportunities for men within local communities in terms of employment, education and better access to services.

What will change as a result of this policy?

Stride will seek to provide the option of structured intervention as part of a CPO to the Court. This will not impact on the numbers of individuals who appear before the Court but will have a positive impact on men who are suitable for a community disposal to be given the opportunity to access services and structured intervention.

2. Do I need to undertake a Combined Impact Assessment?

High Relevance	**Yes/no**
The policy/ proposal has consequences for or affects people	Yes
The policy/proposal has potential to make a significant impact on equality	Yes
The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	No
The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
The policy/proposal has little relevance to equality	No
The policy/proposal has negligible impact on the economy	Yes
The policy/proposal has no/ minimal impact on the environment	Yes
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. There is no identified environment impact from this service. **If you have answered yes to high relevance above, please proceed to complete the Integrated Impact Assessment.**	

3. 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	The following three-year analysis of offending throughout Midlothian identified the following characteristics of those individuals responsible for committing crime in Midlothian: • The highest rate of offending was among males aged 20-24 years of White Scottish ethnicity • The highest proportion of people involved in offending in Midlothian were resident in Dalkeith/Woodburn. • A quarter had accommodation problems. • Over two thirds left school at the minimum legal leaving age without further formal education. • 39% of individuals were unemployed at the time of their offence. Intermediate positions or technical

	and skilled trades were the most offender populated categories of employment (17.6%) • 38% had financial problems. • 57% had a history of alcohol misuse. 48% had a history of drug problems. • Half were found to have a pro-criminal attitude and half engaged in denial/minimisation of their offending. • Two in three offenders had three or more documented episodes of offending as a youth/child or adult convictions.
Data on service uptake/access	Men surveyed were questioned on their experience of their Order, specifically what they find to be the most helpful part. Almost 3 in 4 respondents (72%, n=13) felt that 'space to talk about what's happening in my life' was helpful. Similarly high levels (67%, n=12) of clients felt that 'Regular contact with social work' and 'Talking about my mental health' were a helpful part of an Order. A third of clients (33%, n=6), felt that 'Getting information about employment, training or education' and 'Talking about my offending' were helpful, and 44% (n=8) felt that it was 'Easier to get referred to other services (e.g. Change Grow Live, Substance Misuse Service, Peer Support)'. Men were asked if they would be interested in any further support, with a list of support services provided to choose from. Almost a quarter (22%, n=4) of respondents stated they would be interested in each of 'improving thinking skills', 'being better at managing emotions', 'education and employment training', and 'help finding employment'.
Data on quality/outcomes	Stride has not yet collected any data as it is an emerging service in Midlothian.
Research/literature evidence	Dr Sarah Anderson, Lecturer in Criminology at Edinburgh Napier University, provided insight and guidance as part of the consultation process. Dr Anderson submitted a thesis in January 2019, which explored the relationship between two psychosocial processes of change: recovery from trauma and desistance from offending. Dr Anderson shared her thesis (see appendix 1), as well as other relevant research (see appendix 2-6) for the purpose of this consultation. Dr Anderson's thesis concluded that signs of trauma and signs of offending are frequently related, although can appear

	separated within the Justice system. She went on to say that the criminal justice process may not adequately address the experiences of trauma and victimisation of men. Dr Anderson theorised that while desistance from offending is possible without addressing underlying traumatic experiences, "desistance remains fragile without recovery *from* past events, and *towards* and *within* the much-desired 'better life'". Based on consultation with Dr Anderson, the following considerations for a prospective men's service were outlined: o Consider how the role of the Justice system can impact on an individuals' experience of trauma o What role can a social enterprise play in creating a service for male offenders o How best to balance practical support versus therapeutic support offered through group work programmes o How can non-compliance be addressed and managed in a trauma-informed way that considers public protection o How can better relationships of trust be facilitated between men and the criminal justice system
Service user experience information	See above
Consultation **and involvement** findings	See above
Good practice guidelines	Stride guidance for referrals: A screening tool has been developed which will indicate which phase of group work is applicable to the man based on areas identified within the tool. Questions within the screening tool identify areas of need relating to psycho-social maturity and evidence of past trauma. Psycho-social maturation describes a process whereby the individual develops attributes that optimise personal growth and socialisation. Psycho-social immaturity is strongly related to youth and criminality, while psychosocial maturity is associated with desistance from crime. A completed screening tool is also the method by which social workers refer men to Stride, and the expectation is that all men placed on a CPO will be considered for the

	group. At Criminal Justice Social Work Report writing stage, social workers can discuss Stride within their report to ensure the Court is aware of what intervention is available. If social workers are considering a man for a CPO with a Supervision Requirement, a screening tool can be completed and submitted as a referral at this stage. For men who are already on a CPO, social workers can fill out the screening tool and use this as a referral at any stage of the Order.
Other (please specify)	
Is any further information required? How will you gather this?	No.

4. How does the policy meet the different needs of and impact on groups in the community?

Equality Groups	**Comments – positive/ negative impact**
Older people, people in the middle years,	Positive impact: the service will be accessible to all regardless of age.
Young people and children	Positive impact: it is hopeful that men being able to access support and services will have an indirect positive impact on children and young people.
Women, men and transgender people (includes issues relating to pregnancy and maternity)	Positive impact: men will have an opportunity to access structured interventions and access to services.
Disabled people (included physical disability; learning disability; sensory Impairment; long term medical conditions; mental health problem)	No impact, unless subject to a statutory Court Order. The Justice team seek to ensure that all clients have access to appropriate services/resources to avoid exclusion.
Minority ethnic people (includes Gypsy/Travellers migrant workers non-English	No impact, unless subject to a statutory Court Order in which additional supports would be sought to ensure equal opportunities were available e.g. translator.

Refugees and asylum seekers	No impact, unless subject to a statutory Court Order in which additional supports would be sought to ensure equal opportunities were available e.g. translator.
People with different religions or beliefs (included pople with no religion or belief.	No impact: the service will available to all individuals regardless of this factor.
Lesbian; gay bisexual and heterosexual people	No impact: the service will available to all individuals regardless of this factor.
People who are unmarried; married or in a civil partnership	No impact: the service will available to all individuals regardless of this factor.
Those vulnerable to falling into poverty	
Unemployed	Positive impact: men will have an opportunity to access structured interventions and access to services.
People on Benefits	Positive impact: as above
Single Parents and vulnerable families	Positive impact: as above
Pensioners	Positive impact: as above
Looked after Children	Positive impact: as above
Those leaving care settings ((including children and young people and those with illness)	Positive impact: as above
Homeless People	Positive impact: as above
Carers (including young carers)	Positive impact: it is hopeful that men being able to access support and services will have an indirect positive impact on children and young people.
Those involved in the criminal justice system	Positive impact: men will have an opportunity to access structured interventions and access to services.
Those living in the most deprived communities (bottom 20% SIMD areas)	Positive impact: as above

People misusing services	Positive impact: as above
People with low literacy/numeracy	Positive impact: as above
Others e.g. veterans, students	Positive impact: as above
Geographical Communities	
Rural/ semi rural Communities	No
Urban Communities	Positive impact
Costal Communities	N/A

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

No.

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?

Some outside services may be linked in with the group (e.g. NHS, CGL, Venture Trust). Service Level Agreements (SLAs) are already in place for them to work with clients in the Justice system. These SLAs should include equality and human rights considerations – this should be checked.

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 – existing agreements with Alpha Translation Services and Royal National Institute of Blind People. Any other communication request can be made by emailing: equalities@midlothian.gov.uk or by telephoning 0131 271 3658.

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

Objectives **Equality and Human Rights**	**Comments**
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	Positive impact: men who access Stride will have better access to appropriate services and agencies
Promotes good relations within and between people with protected characteristics and tackles harassment	All men will be treated fairly and equally irrespective of having a protected characteristic or not.
Promotes participation, inclusion, dignity and self- control over decisions	Positive impact: the role of Justice Services is to promote inclusion
Builds family support networks, resilience and community capacity	Positive impact: men who access Stride will have better access to appropriate services and agencies
Reduces crime and fear of crime	Positive impact: as above
Promotes healthier lifestyles including Diet and nutrition Sexual Heath Substance Misuse Exercise and physical activity Life Skills	Positive impact: as above
Environmental	
Reduce greenhouse gas (GHG) emissions in Midlothian (including carbon management)	Not applicable
Plan for future climate change	Not applicable
Pollution: air/ water/ soil/ noise	Not applicable
Protect coastal and inland waters	Not applicable
Enhance biodiversity	Not applicable
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	Not applicable
Reduce need to travel / promote sustainable forms or transport	Not applicable
Improves the physical environment e.g. housing quality, public and green space	Not applicable

Economic	
Maximises income and /or reduces income inequality	Positive impact: men who access Stride will have better access to appropriate services and agencies
Helps young people into positive destinations	Positive impact: it is hopeful that men being able to access support and services will have an indirect positive impact on children and young people.
Supports local business	Not applicable
Helps people to access jobs (both paid and unpaid)	Not applicable
Improving literacy and numeracy	Positive impact: men who access Stride will have better access to appropriate services and agencies
Improves working conditions, including equal pay	Not applicable
Improves local employment opportunities	Positive impact: men who access Stride will have better access to appropriate services and agencies

9. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005?

No.

10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
Check SLAs have equality and human rights considerations built in.	SLAs are complete with equality and human rights considerations	Equality and human rights	2022	Kirsty McLeod

11. Sign off by Chief Officer

Signature

Name Morag Barrow

Date 02/02/22