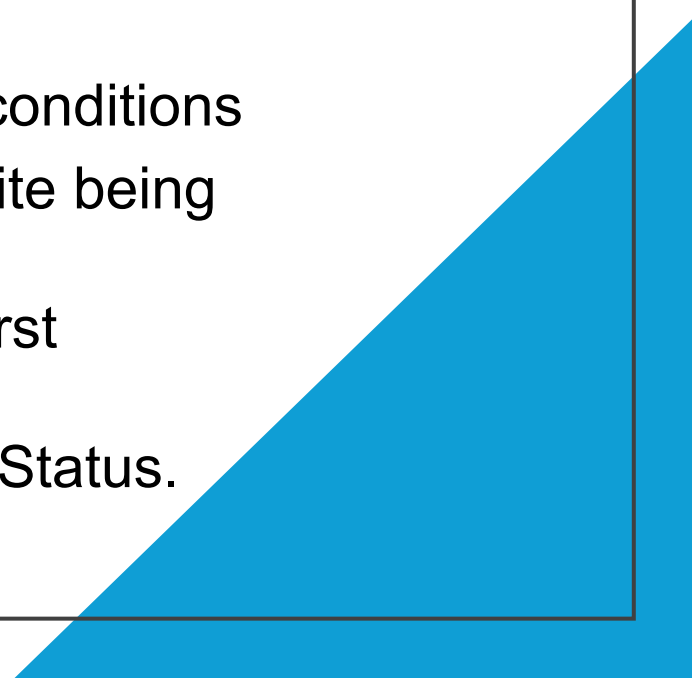




Black and Mixed Heritage Boys in Youth Justice

Mark Scott and Lindsay Hutton – Sheffield YJS

What is the picture in terms of racial disparity?

- Black children are four times more likely to be stopped and searched than their White counterparts
 - More likely to have undiagnosed SEN or mental health conditions
 - The Global Majority Population in Custody is 51%, despite being 18% of the 10–17-year-old population
 - More likely to have been excluded as a direct result of first offence
 - Poverty, exclusion, access to education, SEN and Care Status.
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Other key drivers

Implicit and explicit racism within institutions.

Adultification is more likely, e.g “You’re a big lad” “ You’re really strong”

Lack of staff diversity within police and courts system demonstrates racial bias.

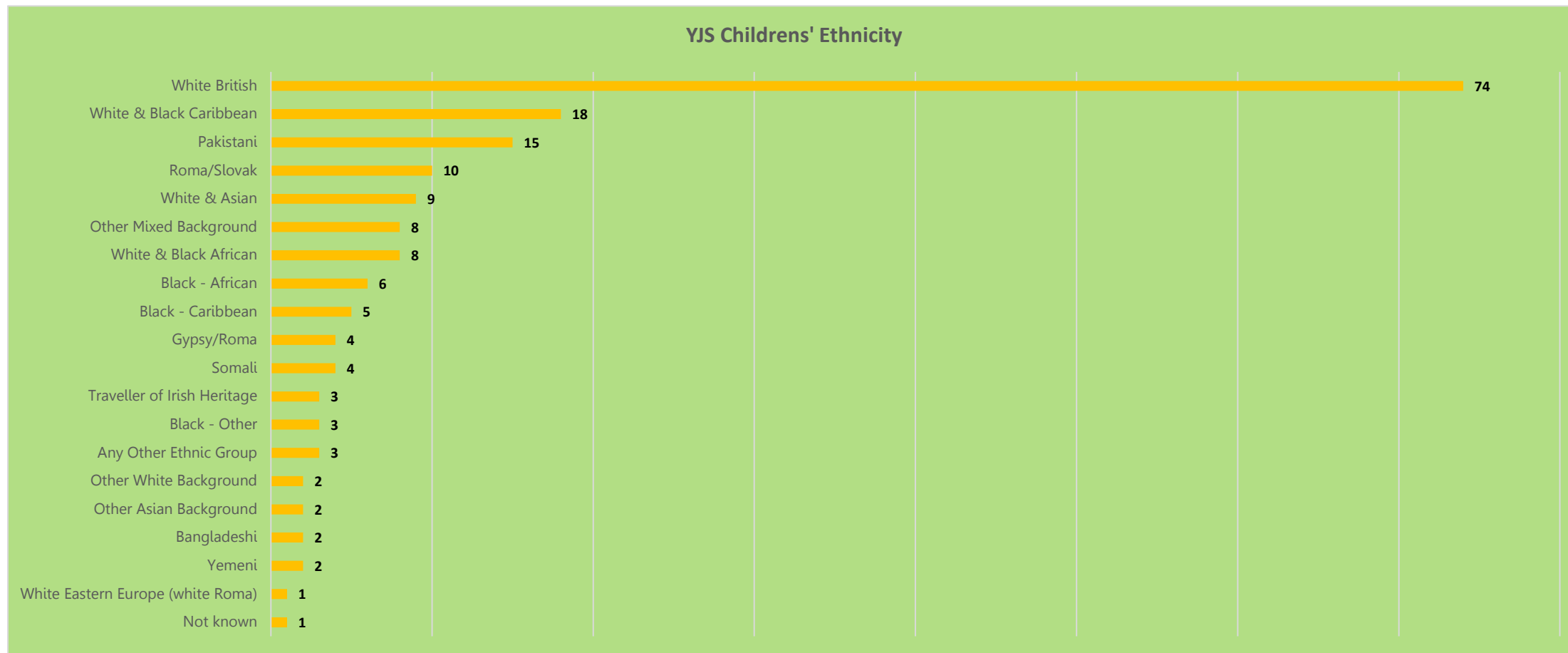
Weaknesses in prevention and intervention – praise given to caseworkers, where trusting relationships are developed. Time and resources have an impact.


Negative experiences of the wider YJS. Lack of info in relation to police custody, inadequate legal representation, increase trauma and lack of these being taken into account.

View that those in care are best placed in custody to provide stability. *

* data from “Understanding ethnic disparity in reoffending rates in the YJS”, 2023.

The picture in Sheffield (Snapshot - 31/3/24)





Sheffield's data ... What does this look like?

- March 2024 41.1% of children working with Sheffield YJS were from the global majority
- Longstanding priority for us to address Disproportionality
- 2021 school census for secondary population. Global Majority – 36.3% of children in Sheffield
- Sheffield's Pupil Referral Unit = January 2023 – working with 237 children. 49% were from the global majority.

Thematic Inspection

Sheffield has in place processes to ensure no delays in providing placements for children when needed who were at risk of custodial remand ✓

Race Equality Commission Report – Recommendations were at an area level, so this is a holistic approach ✓

How else do we reduce racial disparity?

- Supporting and publicising our Diversion Schemes, e.g. Turnaround, OOCD and possible Delayed Caution Scheme
- Literature/info in police stations
- Support building trust via Turnaround initiative - children are more likely to make an 'admission' that leads to diversion
- Challenge partner agencies via Management Board in terms of the bias and therefore offer to Black and Mixed Heritage Boys. Building a clear **local** understanding of what is driving over-representation
- Support child exploitation as children being victims – links with Amber Service and referral to National Referral Mechanism (NRM), asking for adjournments in court.

Reducing disparity continued...

- Challenge adultification, e.g. using the term 'child' consistently
- All remand decisions reviewed and fed back to board
- PSR's focus on welfare, trauma and best interests
- Attend Court User group to challenge/support sentencing decisions
- Challenge CPS via Regional YOT managers meetings
- Increase our cultural competence and empower staff; e.g EDI meetings and training - Unconscious Bias and EDI. Build confidence via a narrative of a 'day in the life/lived experience' discussion and exploration of discrimination
- Commissioned Psychologist input - providing specialist training and Case Formulation, as well as a working narrative
- Raised awareness in recruitment to access more marginalised communities and diversify our workforce. In addition use of mentors, YJ workers and volunteers
- Feedback gaining children's (and carers) views and experiences
- Community link manager.

Case studies in practice ...

- Case Study 1 – AD
 - Explored ‘under the surface’ and considered the link of life experiences and offending.
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- Case Study 1 – Female O OCD
 - Challenges at YOP panel that only 1 Black female was arrested when in a group of 4.



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