

Welcome!



We want people to participate but please use the 'raise hand' facility to ask questions and contribute when others are talking.

Please be considerate to others - together we want to create a safe, open and reflective space to learn.

You can turn on live captions on by clicking on the 3 dots at the top of your screen if you need this.

The link to the feedback form will be put in the chat.

Please do take the time to complete it after the session.

Thank you!





Creating equal opportunities for all children and preventing them from entering the criminal justice system



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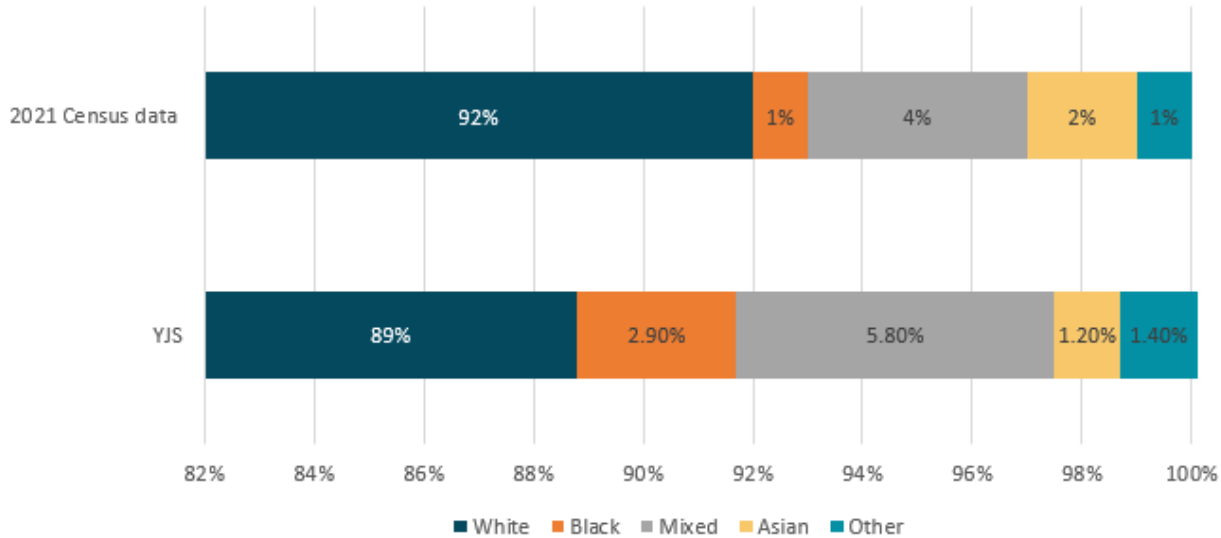


This session will help you understand:

- Which groups of children are disproportionately overrepresented in the Norfolk Youth Justice System
- What is being done to reduce this disproportionality
- What you can do to help create equal opportunities for children, regardless of their background and specific characteristics

OUR CHILDREN

Facts- ethnic disproportionality



If you are a black child in Norfolk, in comparison to a white child, you are:

- More likely to be **permanently excluded** from school (2.1%)
- **4.68 times** more likely to be stopped and searched by the police (in the last 3 years)
- **5.46 times** more likely to be arrested (in the last 3 years)
- More likely to be involved with the **youth justice system** (2.9%)
- Less likely to be offered diversion away from the criminal justice system before your first **court disposal**
- More likely to be **breached** and sent back to court



TYSS
Targeted Youth Support Services

NYJS

If you are a mixed heritage child in Norfolk, you are:

- More likely to be involved in the **youth justice system** (5.8%)
- More likely to be sentenced to **custody** (one out of three)

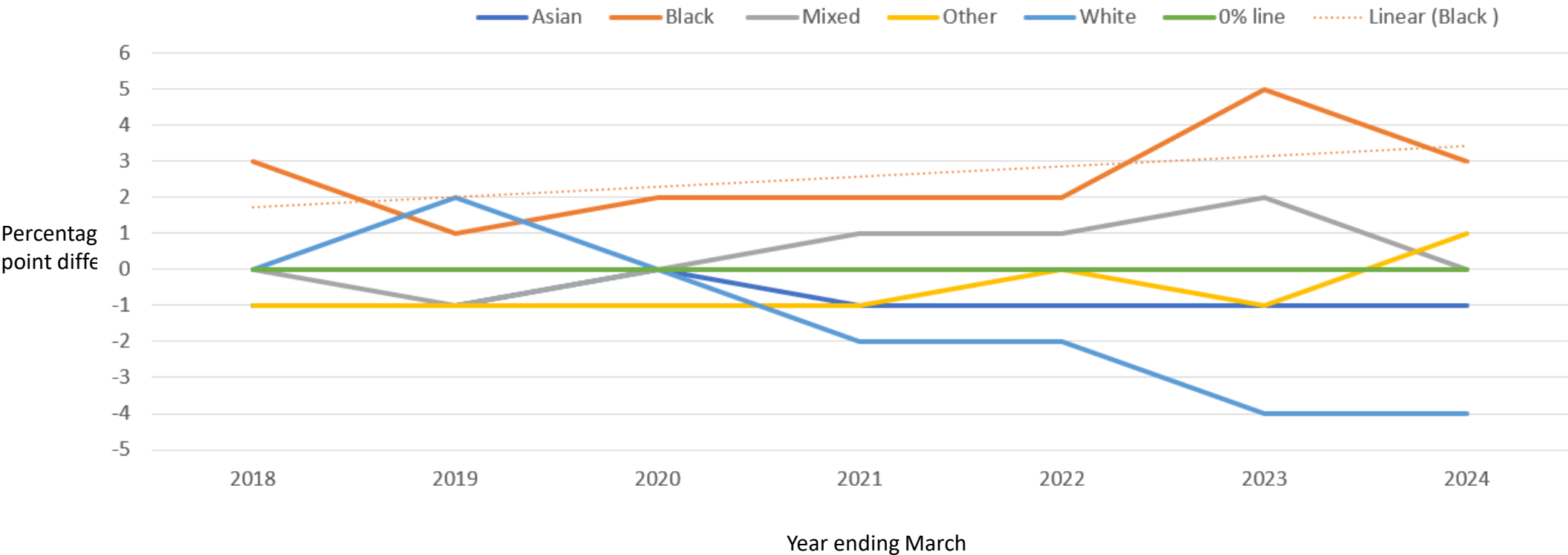
If you are a child from an Eastern European country living in Norfolk, in comparison to a white British child, you are:

- More likely to be overrepresented in **every youth justice disposal**
- More likely to be sentenced to **custody** (one out of three)
- More likely to be **breached** and sent back to court

If you are a child from a Gypsy, Roma & Traveller background, you are:

- More likely to be overrepresented in some **youth justice disposals**
- More likely to be **excluded** from school

Trends in percentage point difference between Norfolk 10 to 17 population and NYJS offending population, year ending March 2018 to year ending March 2024



The above graph shows trends in percentage point difference based on Youth Cautions and court orders. The graph shows a positive downward trend for White and Asian children. Black children are consistently overrepresented in the offending cohort with their trendline continuing to rise.

* For example if at a particular YJS children from a White ethnic background accounted for 60% of the offending population, but only 50% of the local 10-17 population the percentage point difference would equal 10% (60% - 50%), whereas if children from a Black ethnic background accounted for 15% of the offending population and 20% of the local 10-17 population, the percentage point difference would equal -5% (15% - 20%).



Facts- other disproportionality



TYSS
Targeted Youth Support Services

NYJS

Children in care are overrepresented in the youth justice system. Disproportionality for this group also grows as children escalate through system. The vast majority of our top ten reoffenders are looked after children. 16% of children in care in Norfolk YJS are from ethnic minority groups.

24% of children in NYJS have **EHCPs** with a substantial proportion of other children presenting with unrecognised **SEN** at the point of entry into NYJS.

Girls make up approximately 21% of NYJS case load, compared to 13% nationally.

75% of children on statutory court orders have recognised **speech, language and communication concerns**.

76% of children in NYJS have experienced **school exclusions**



In their own words

'I feel that they are always treated as if they should know more (...) that when they get to a certain height they are treated as adults not children.'

'You just have to get on with it, it's normal and happens to everyone (...) there's no point reporting it, nothing comes from it and I get in trouble when I react.'

'The Police have told me that I am in a gang and I'm not. They see me as older and treat me differently because of my race.'

'In school - the wording used about my child - aggressive, gangs, intimidating is a word you hear a lot about your child. Your child is the one picked out because they're the one who stands out.'

'There needs to be a lot more support around trauma It's important to have someone who understands and knows a bit about their heritage, their culture, about the way they see things, about the way their family sees things. The generational trauma.'

'He used to get blamed for things that weren't him - the school called me once to tell me he was in a fight and I had to tell them that he was off school that day sick. They just thought it was him because it was the other boy there with foreign blood.'

*'They [school] treat me differently, I get abuse and called 'p***y' and nothing gets done but when I retaliate and call them a 'B***' I get detention.'*

'My boys are resigned to the fact that they will be stop searched because of their ethnicity - it's not ok but they just accept it.'

'You're dressing like you want to be a rapper (...) you look intimidating'



What we are doing about it

Organisational:	<ul style="list-style-type: none"> • Disparity set as one of the NYJS priorities and lead area of work • Regular analysis takes place with data used to impact on the delivery of partnership services • NYJS Anti-racist statement developed and endorsed by the management board; implementation process in progress • The role of a Diversity Champion developed with clearly identified responsibilities; all levels of the organisation involved • Outcome 22 Deferred Prosecution implemented jointly with the Police • Diversity calendar introduced
Practice:	<ul style="list-style-type: none"> • Quality assurance tools reviewed and updated to include diversity and structural barriers • Racial trauma conversations with children and professionals led by TYSS • Developed resources and tools, ie how to respond to authority figures in TYSS and NYJS • Any breach action in relation to minoritised children now includes additional senior management oversight • Reviewed 'rules of supervision' document includes expectations with regards to anti-racist practice
Recruitment:	<ul style="list-style-type: none"> • Formal staff and volunteer recruitment processes include questions regarding anti-racist practice • Youth Justice Worker apprentice role developed targeting an ex-service user from an ethnic minority
Training:	<ul style="list-style-type: none"> • Anti-racist training commissioned and attended by NYJS Board members, NYJS & TYSS staff and volunteers • Upskilled TYSS and NYJS workers to hold conversations with children and parents about their experiences of racism, discrimination and cultural identity
Scrutiny:	<ul style="list-style-type: none"> • Joint remands scrutiny panel established involving Court, Police, CPS, Children's Services and NYJS • Ethnic minority children involved in stop and search scrutiny panels supported by TYSS



What can you do to help create equal opportunities for all children?



Anti-racist statement for Norfolk Youth Justice Service

[The Justice Select Committee](#) noted that “race disproportionality is significant and fundamental, visible in every part of the youth justice system”.

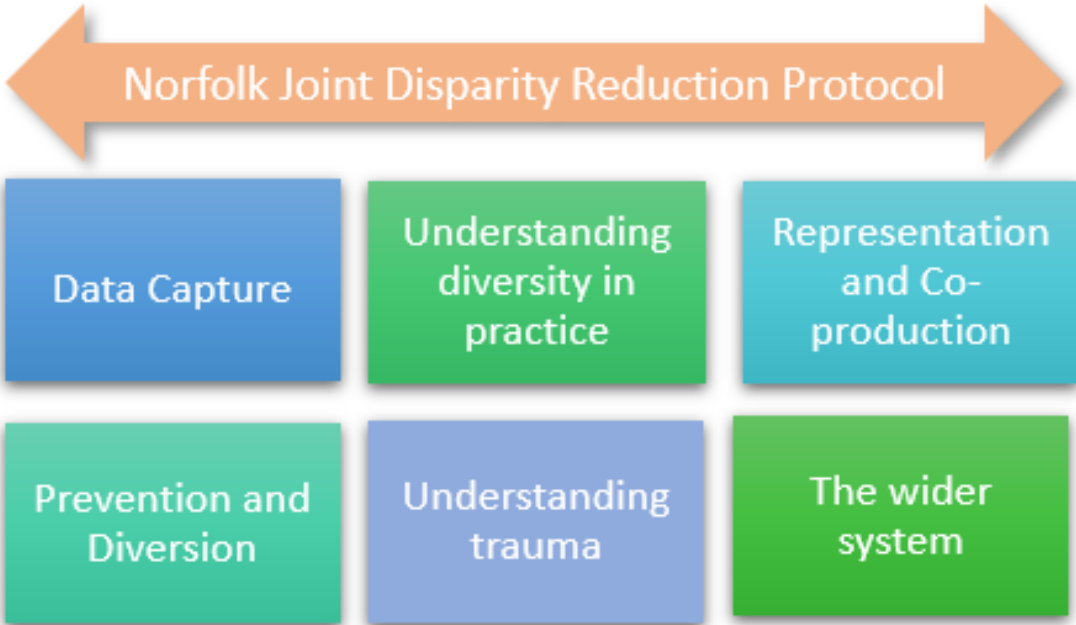
We are committed to becoming an anti-racist service. We acknowledge that racism exists within the systems we deliver and operate within, impacting on the disproportionate representation of children from ethnic minority groups within the youth justice system. We accept responsibility for taking action wherever and whenever racism occurs.

We will educate ourselves and encourage conversation; challenge ourselves and learn from our mistakes.

The voices of children and parents from ethnic minority communities will be listened to, acted upon and incorporated into our strategies and our actions.

We will strengthen our structures and systems, our policies and our procedures so that they remove barriers for children from ethnic minority backgrounds.

We shall be equitable in how we treat children and in the decisions we make about them.



Guided conversations

This is a structured form of dialogue aimed at exploring specific topics, gathering information, solving problems, or achieving particular goals.

Guided conversations are designed to encourage participation from all involved parties.

The guide facilitates an environment where participants feel comfortable sharing their thoughts, experiences, and insight.



The Voice of children in Norfolk Youth Justice



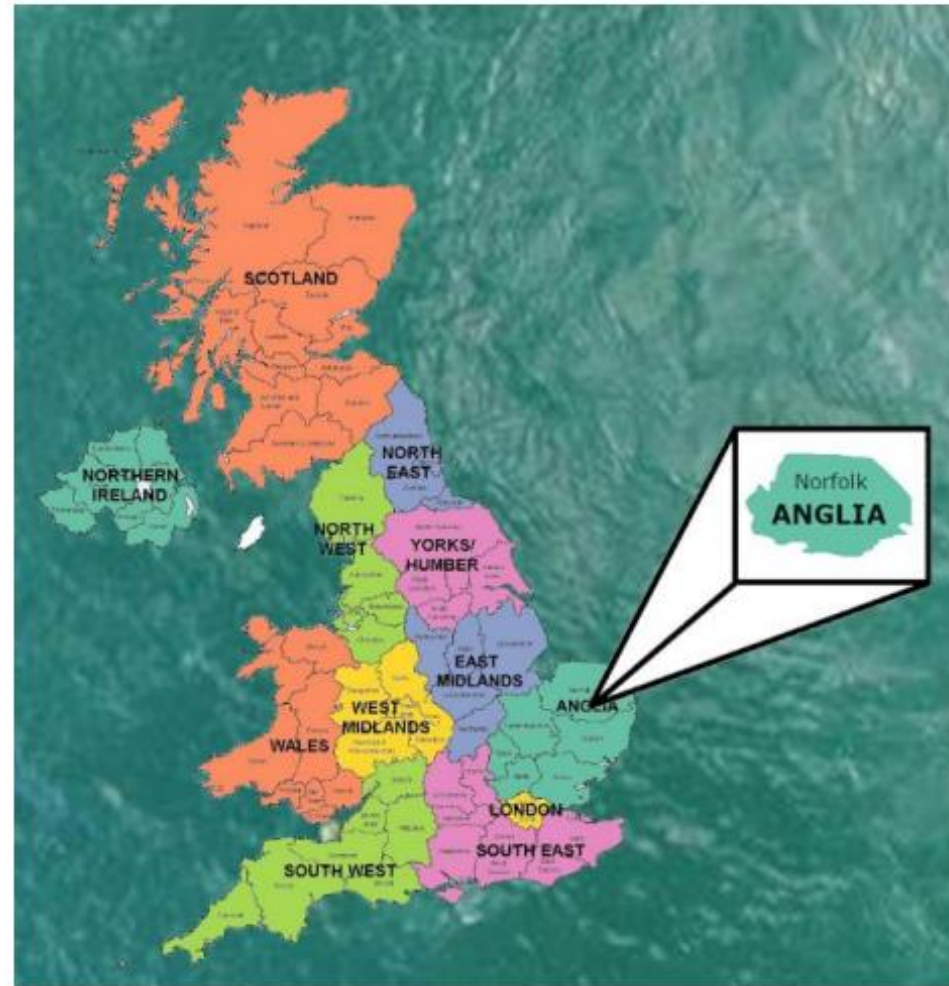
Guided conversations, TYSS & NYJS 2023



There's still oppression, it's liveable but this there, it's just easily dismissible



The Police are more likely to stop and search a black boy. Every time I've been searched, nothing has been found. It's embarrassing. Their mindset is that we've got a London mentality – 'wannabe roadmen'. They see us dress a certain way and assume we're roadmen wannabees. Once they put a label on you that's it, like if Police say 'oh you're a bad kid' they're gonna think you're a bad kid for as long as it takes to like prove you're a bad kid.



I feel violated. Norwich is a small city, everyone knows everyone. High schools are so close to each other, that's how people from other schools and that went to primary schools with you know each other, and with only one main city centre, it's where most young people will meet if they live at a distance from each other.



The court in Norwich is a white court. There's no way around that, it's been like that for years so I do think that's some reason to why, like a bunch of old white men and women just kind of be like 'yeah you're a criminal'. Like, if they see you coming in to court as like a young black person they're gonna think 'criminal'. Like, there's no two ways around it and it shouldn't have to be like that but it's just the way it is. When you have a bunch of old white people going off laws that are made years and years ago, it's gonna be racist, of course it is. The system is setup to fail black boys – just look at the statistics..school, prison, but then look at the population of black people in Norfolk.



Teachers should say 'stop chilling in big groups, younger years could get scared; NOT 'you think you're a gang – you're not from London'.



Dressing like this doesn't mean you're in a gang, or that you are a roadman, but people see a black boy in a hoodie or wearing a bally and make assumptions which need to stop.

This is just a reflection of current trends and youth culture of today.



Racism is unacceptable now, but it still exists. It's like breaking the law isn't acceptable but people still do it. You need to realise times are different – see it with a different perspective. People like to assume, and they need to stop doing it. You can make judgements but whose to say a boy dress like this can't get a 1st from Uni..? Clothes don't make the man you know

So, what changes do we want to see, and what needs to happen next...?

"I want all young people to feel safe enough so they don't feel like they need to carry knives - this isn't just unique to black or mixed heritage boys either."

"Representation is key - we need to see more Black teachers, police officers and more diversity within courts, can you imagine seeing a Black magistrate, that would be huge and a sense of relief knowing that firstly you're not being judged by the colour of your skin,

"I want us (black & mixed) boys to feel like we are being supported, that we receive support and guidance, that people don't give up on us - so we are able to have a successful future instead of getting caught in a cycle"

"My hope and dream is that all black and mixed heritage boys that have been through the criminal justice system is that they are treated as equals to white boys - the bar is set differently for us, see us as young boys, like we are children maybe we look older but we still deserve to be treated fairly"

"More training for people in roles that mean that they work with young people - understand the difference between youth culture and gang culture. Don't ignore the bias you have....you have them address this"

"The stop and search statistics need to improve - drastically, the stats and the population of Norfolk don't match, this is why I say Police need more training around anti-racist and unconscious bias"



What are you going to take away into your own practice?

Please let us know what you think



<https://forms.office.com/e/PqVNki3HUA>

