

Gender and Wider Equal Opportunities Horizontal Principle Annual Reporting Template

For the period Jan to Dec 2010

1. Name of Activity:

Garda Youth Diversion Projects – Additional Workers, ESF 2.7

2. What actions have taken place over the last year to incorporate the principle of gender and wider equal opportunities into the Activity?

(Examples: new objective created; new indicator developed; altered project selection criteria; collecting and/or reporting new data or collecting it in different ways; pursuing case studies; carrying out equality impact assessments; interpreting existing data in a different way; equality proofing exercises, promoting awareness and/or visibility of equality principle within activities, consultation with representatives of the wider equality grounds).

(a) Ongoing Actions:

Employment:

In 2011 Garda Youth Diversion Projects (GYDPs) continued to employ additional workers. By the end of 2011 there was an increase in the number of youth justice worker posts filled, from 75 at the end of 2009, to 128 at the end of 2011 in 95 projects (some workers leave post and others are employed). Of this, 95 were female and 33 were male. The Community Based Organisations (CBOs) which fund the GYDPs continued to be advised of their obligations under equal opportunities legislation in the recruitment of suitably qualified persons. As there are 39 separate and independent CBOs administering GYDPs across the country it is inappropriate to mandate specific gender employment.

Access to projects / participation in projects:

Research informs us that placing young people in the criminal justice system is counterproductive. Therefore, using statistical evidence from An Garda Síochána we are conscious of the negative effect of girls being admitted into the system given the high ratio of boys to girls committing offences.

The purpose of GYDPs is to engage referred young people who have offended or are at risk of offending, therefore the gender of those referred cannot be pre determined. However, the youth justice worker is in a position to tailor the programmes to meet the needs of the individual male or female participant. As commented on in 2010, in some instances this involves working with single sex participant groups as participants may feel more comfortable discussing certain topics in such settings.

(b) New Actions:

IYJS have no new actions to report

3. Progress against Indicators (where established):

(This should be presented if possible in the tabular form laid out below)

Indicator	Baseline Position	Latest Position
<ul style="list-style-type: none"> Equal Opportunity Employment 	<ul style="list-style-type: none"> 77% of youth justice workers in employment through ESF were female in 2009 	<ul style="list-style-type: none"> 78 % of youth justice workers in employment through ESF were female in 2011
<ul style="list-style-type: none"> Referral of females to GYDPs 	<ul style="list-style-type: none"> 20% of participants were female in 2009 	<ul style="list-style-type: none"> 29% of participants were female in 2011
<ul style="list-style-type: none"> Referral of minority groups to GYDPs 	<ul style="list-style-type: none"> 8% of participants were minority groups in 2009 	<ul style="list-style-type: none"> 15% of participants were minority groups in 2011 of which 26% were female

4. Taking account of the material presented under 2 and 3 above, what contribution is the measure making to the promotion of gender and wider equal opportunities?

Examples:

Gender:

Are participation levels of women or men increasing? Are different needs of women and men being addressed? Are different levels of access for women and men being addressed? Are differential outcomes for women and men being measured?

Please note responses above in relation to participation. It is true to say that different needs identified are being addressed across the genders. The planning process undertaken by projects undergoes a needs analysis for their target groups with the objectives of a specific outcome for that target audience.

Wider Equal Opportunities:

Are participation levels of wider equality grounds increasing? Are needs of wider equality grounds being more systematically identified and addressed by programme providers? By policymakers? Are differential outcomes for the wider equality grounds being measured?

Employment:

The Community Based Organisations which run the projects are required to follow appropriate recruitment procedures to ensure suitably qualified persons (male or female) are employed. Community Based Organisations cannot therefore alter or influence the gender of those employed. The majority of ESF workers in situ in 2011 were female, as shown above. As set out above, there are 39 separate and independent CBOs administering GYDPs across the country it is inappropriate to mandate specific gender employment.

Access to projects / participation in projects:

(As set out in HCIOP Gender Equality 2.6 report - for ease of access information is repeated here).

Referral to participate in a GYDP is defined in the Operational Requirements for Garda Youth Diversion Projects. It is the role of the Referral Committee to consider who is suitable for inclusion in a GYDP having regard to the projects Annual Plan and optimising the impact of the work of the project. The majority of referrals to a project will come from local Garda information sources and priority will be given to those considered suitable and admitted on to the Garda Juvenile Diversion Programme. The committee may also consider referrals made from other sources e.g. social workers, schools, residents, the Project Committee and self referral. All project participants must be nominated through the Referral Committee.

Participants are categorised on the basis of primary referrals – those who have committed a crime, have been cautioned by the Gardaí and are on the statutory Diversion Programme and, secondary referrals – those young people deemed at risk of being involved in anti-social or criminal behaviour.

Referral committees cannot therefore alter or influence the gender of participants on GYDPs. In 2010, 28% of participants were female, as shown above.

Once referred to a GYDP, access to programmes is equally available to all participants regardless of gender or ethnic background.

5. Identify any issues arising that need to be drawn to the attention of the Managing Authority, the Equal Opportunities and Social Inclusion Representatives or other Departments.¹

IYJS have no issues to report on this matter.

6. Please feel free to attach any relevant additional material to this reporting template.

¹ The issues could relate to specific implementation concerns e.g. collection of data, or could relate to more general findings concerning the principle in question e.g. a particular policy in another department is obstructing your Activity from promoting the principle.

Sub Measure 2.7 – Horizontal Principles Summary details.

	Strand I (Urban)	Strand II (Rural)	Non Rapid	Total
Total projects with ESF funded Youth Justice Workers	29	25	41	95
Total number of ESF funded Youth Justice Workers	44	32	52	128

	Strand I (Urban)	Strand II (Rural)	Non Rapid	Total
Number of male participants	944	814	1210	2968
Number of female participants	307	367	546	1220
Total	1251	1181		4188

<u>Breakdown of participants by Gender, Employment status and Rapid Area</u>				
	Strand I (Urban)	Strand II (Rural)	Non Rapid	Total
Male - Participants who are employed	21	10	17	48
Female - Participants who are employed	12	2	2	16
Male - Participants who are self-employed	0	0	0	0
Female - Participants who are self-employed	0	0	0	0
Male - Participants who are unemployed	97	95	114	306
Female - Participants who are unemployed	29	20	37	86
Male - Participants in Education/Training (incl. School)	840	670	1062	2572
Female - Participants in Education/Training (incl. School)	267	331	487	1085
Total Male	958	775	1193	2926
Total Female	308	353	526	1187