

## 1. Promote Diversion

Ethnically diverse children & young adults are less likely to choose/be offered an OoCD/Youth Caution due to:

- Fear & lack of trust of the CJS from personal, family, & community experiences
- Racial stress & trauma during arrest & from previous Police interaction experiences
- Racial bias & risk/danger lens for assessment in custody causing up-tariffing & adultification
- Unclear legal advice
- Lack of holistic support & decision-making during custody between Police and Diversion support services



## 2. Understanding Lived Realities

Children & Young Adults from Ethnically diverse backgrounds can have complex realities including (but not limited to):

- Racial stress & trauma
- Poor trust & experiences of CJS especially Police
- Low self-esteem
- Family breakdown
- Domestic violence & abuse
- Substance use
- Mental health and self-harm
- Poor emotional management
- Unhealthy relationships
- ACEs and trauma
- Poor school experiences exclusion
- NEET
- (un)diagnosed Disability
- Poverty
- Parental responsibility

## 5. Working Collaboratively

Diversion decisions & developing a plan should include all stakeholders:

- The child/young adult
- YJ Police/Police
- Youth Justice Service
- Specialist diversion provider
- Main care provider
- Social Services
- Education
- Other specialist services i.e. mental health



## 8. REMEMBER...

**Anti-Racist**  
**Child First**  
**Holistic & Child-Led**  
**Meet Needs**  
**Promote Diversion**  
**Racial Trauma-Informed**  
**Work Collaboratively**



## Disproportionality

This means a disproportional number of such children & young adults end up deeper in the CJS which is damaging to future life opportunities, traumatic, & creates a racially biased & discriminative justice experience.

The Anti-Racism Action Plan for Criminal Justice in Wales promotes the need for a greater focus, commitment, and provision of inclusive anti-racist and culturally competent diversion experiences and opportunities for children and young adults from ethnically diverse backgrounds.

## 3. Being Child 1st & Needs Focused

A child needs to be:

- Treated as a child
- Supported in developing a pro-social identity
- Included in decision-making
- Diverted away from the CJS

The Child 1st tenets:

- are evidenced based
- focus on children's strengths
- prevent (re)offending
- create safer communities with fewer victims

## 6. Agreeing Diversion

You should offer support that is:

- Led by diversion provider
- Co-produced with child
- Light touch 3-5 interventions
- Holistic and meets needs
- Pro-social
- Weekly usually at least 3 months

## 4. Specific Considerations

**Are you reflecting on your practice & decision making in relation to:**

- Your role & power
- Your communication style
- Racial & unconscious bias
- Gender, age, & religious bias
- Uptariffing/adultification
- Using a risk lens
- Trust of you from Child & family
- Diversion provider thoughts

**Are you being:**

- Child first
- Trauma-Informed
- Gender-Informed
- Racial Trauma-Informed
- Anti-Racist
- Culturally competent
- Restorative

**Have you considered?**

- Disability needs
- Mental Health needs
- Language needs
- Diversion support needs
- Legal advice needs
- Victim experience & needs



## 7. Diversion Support

Typically to meet holistic needs Diversion support & provision will **include 3-5 interventions** including (but not limited to):

- |  |                               |                                  |
|--|-------------------------------|----------------------------------|
| Emotional & Social Support                       | Substance Support             | Social Experiences               |
| Restorative Justice                              | Mental Health Therapy         | Developing Healthy Relationships |
| Education, Employment or Training                | Enrichment Experiences        |                                  |
| Developing Self-agency & Personal Accountability | Disability Assessment/Support |                                  |