

EQUALITY IMPACT ASSESSMENT

STRATEGY/ACTION: Children and Young People's Plan 2011-2014	Department: Children's Services
Person responsible for assessment: Melanie Brown/Janet Walke Person responsible for strategy where different from above:	Date of assessment: April 19th, 2011

Brief description of strategy, partners and those who will be affected by its delivery:

The Children and Young People's Plan is being redeveloped for the period 2011-2014. The priorities for the next three years are agreed by all partners in the Children's Trust and form a common agreed agenda for services across a range of agencies including health, local authority, police, and the community and voluntary sector.

The Plan is developed by involving children and young people in the setting of priorities and a Young People's version of the Plan will be published alongside the formal CYPP.

The Plan focuses on the improvement in outcomes for all children and young people in the Borough; with a strong emphasis on narrowing the gap and targeting vulnerable groups.

Equality Impact Assessments will be undertaken at service delivery level by responsible managers from partner organisations. These will inform the frontline delivery of services to ensure that no-one experiences discrimination in accessing services provided by Children's Trust partners.

The individual partners will use the Equality Impact Assessment processes agreed for their organisation which comply with the Equality Act 2010 and the Statutory Codes of Practice being developed.

Introduction

This is a generic document that will require interpretation in particular circumstances. If, after reading the guidance, you require further information on how to implement the assessment, please contact David Plews, Policy Advisor (Social Inclusion) on 01325 388023.

Q.1 Is your strategy and the actions it proposes accessible to everyone within the community? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Race (inc. culture and nationality)	✓		The Plan is published in English; however a summary of the plan will be available in other languages on request.	
Religion or belief	✓		The Plan makes no distinction regarding religion or belief. The priorities set are high level. The provision of services to support the priorities will undertake Equality Impact Assessments to ensure services are sensitive to the religion or beliefs of service users.	
Sex	✓		The development of the Plan in consultation with children, young people and their parents has not highlighted any specific issues around gender.	
Sexuality (inc. homosexuality, lesbian and bisexuality)	✓		The development of the Plan in consultation with children, young people and their parents has not highlighted any specific issues around sexuality.	

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Disability/Impairment (inc. physical and/or mental impairments)	✓		<p>Consultation and involvement sessions have been held with disabled young people and disabled parents regarding the priorities for the Plan.</p> <p>The young people have are developing a Young Person's CYPP which focuses on six top level priorities as identified by the young people.</p> <p>Strong emphasis on the need for services to ensure the Disability Impact Assessments are carried out by Service Managers and Commissioners as services develop to meet the needs of children and young people to improve outcomes.</p>	
Age	✓		<p>The Plan sets out the priorities for the Children's Trust in improving outcomes for all children and young people in Darlington from birth to age 19 (25 for disabled young people).</p> <p>The Plan does not provide for services to adults.</p>	
Pregnancy and Maternity				
Marriage and Civil Partnership				
Gender re-assignment (inc. transvestitism, transgender and Tran sexuality)				
Geographical location	✓		The CYPP 2011-2014 covers the whole Borough of Darlington and all its population	Consider to be given to those hard to reach groups who live outside the urban area in

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			of children, young people and families.	the setting of priorities and deliver of services.
Any other equality issue (e.g. people with dependants and/or caring responsibilities).			Young Carers have been involved in discussions about the development of the Plan for 2011-2014.	

Q.2 (a) For whatever reason, does your strategy and the actions it proposes treat any group differently from others?

Yes	✓
No	

If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse.

The Children and Young People's Plan 2011-2014 identifies high level priorities agreed by all partners in the Children's Trust to address local priorities. This has been developed following a comprehensive needs analysis using data from all partners and local knowledge and the involvement of children, young people and their parents/carers.

Individual service providers will ensure that there is no discrimination in terms of the protected characteristics –

- age
- sex
- disability
- gender reassignment
- race
- religion or belief
- sexual orientation
- marriage and civil partnership
- pregnancy and maternity

In addition, the Plan has had regard to the geographical location of children and young people in terms of their

(b) What needs to be done to prevent any potentially adverse impact?

The requirement for all services to ensure appropriate and proportionate impact assessments are carried out is reinforced through the Children's Trust.

Individual organisations remain accountable for the impact assessment process following their particular organisation's procedures and protocols.

Q.3 (a) Does your strategy promote equality? (e.g. does it contain actions that demonstrate a consideration of community cohesion and the needs of the members of Darlington's diverse communities)

Yes	✓
No	

If you have answered 'yes', please give examples of how equality is promoted.

The CYPP priorities aim to address inequality and narrow the gap within the community. The high level priorities address the core areas for improving outcomes for all children, young people and their families; whilst emphasising the importance of improving outcomes for children and young people in vulnerable groups.

Q.4 In the past three years, have you consulted with any of the following groups regarding the development of your strategy?

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Age	✓		Consultation and involvement has been undertaken with children and young people through the Youth Service, Workforce Development and eVOLution.	
Racial (inc. culture and nationality)		✓	The Member of the UK Youth Parliament, Ben Million has contributed significantly to the development of the Plan and the priorities. He has also written an executive summary for the young people's version of the Plan.	
Religion or belief		✓		
Sex (inc transvestitism, transgender and Tran sexuality)		✓	During January and February 2011 comprehensive consultation was carried out with a variety of children and young people across the town. Contact was made with schools, youth clubs and youth projects across the borough and an interactive workshop based session plan was developed and delivered in settings in order to find out the views and opinions of the young people. Darlington rE-view Digital Media Youth Work team agreed to film, photograph and take audio podcast recordings in a number of the sessions with the children and young people.	
Gender reassignment		✓		
Sexuality (e.g. homosexuality and bisexuality)		✓		
Impairment (e.g. physical and/or mental impairment)	✓		260 children and young people were involved in the consultation process. The settings accessed included Hummersknott School, Carmel School, Hurworth School, Eastbourne Youth Club, Skerne Park Youth Club, Middleton St George Youth Club, The Dolphin Centre Chill out Café, Friday night drop-in, and the Council of Schools Councils.	
Marriage or civil partnership		✓		
Pregnancy and maternity		✓	The majority of the young people involved wanted to produce a version of the Plan which is accessible to young people, written in appropriate language and owned by young people. To this	

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
<p>Any other status (e.g. people with dependants and/or caring responsibilities.</p> <p>Young Carers Disabled Parents Parents</p>			<p>end they have identified six top level priorities which their Plan will include: -</p> <ul style="list-style-type: none"> • To promote positive health and wellbeing for young people • Improve people's skills in relation to the job market, by tackling the differences in employment prospects and economic opportunities across Darlington and reducing the amount of Children living in poverty. • Ensure young people are Safe • Children are given a good education • Improve chances of volunteering for young people • Work with Children and Young People at an early stage to stop problems from arising (early intervention and prevention) <p>48 Parents were consulted on the CYPP in the week beginning 17/01/11. This included six parents representing an Ethnic Minority group at McNay Street, two parents whose children have a disability that attend Harewood House, 10 fathers that access the Fathers Group at McNay Street, four parents that have accessed Evidence Based Parenting Programmes attended a consultation session in the Town Hall, five parents from Red Hall Children Centre accessing health immunisation sessions, 4 Parents from the Coleridge Children's Centre, seven parents were consulted through Dodmire Children's Centre and 10 parents were consulted through 1:1 home visits.</p> <p>The outcome of the consultation and involvement sessions with parents showed that across all five ECM outcomes 96% of the parents agreed with the priorities which had been outlined for the CYPP 2011-2014.</p> <p>Disabled children and young people and their parents have also been involved in the development of the Plan as well as their young carers having input into the priorities and how they will impact on them.</p>	
Geographical location		✓	Consultation and engagement sessions were held across the Borough in a variety of locations – Dolphin Centre; Schools; Children's Centres; Rural wards and youth clubs.	

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Young people and adults			<p>Impact Assessment Event – October 25,2011: Eleven young people and nine adults attended the event. Generic impacts were gathered from the participants using the five ECM outcomes as bases for the discussions. The following impacts were identified: -</p> <ul style="list-style-type: none"> ▪ Bullying – The anti-bullying priority will have a positive impact. I was worried about my secondary school transition – it was a big school with lots of departments and I was worried about bullying. The Head of Y7 and pupils from Y7 came to see me and gave me feedback. This helped me feel more confident. When you hear from students that bullying does not often happen, it makes you feel more confident that it won't happen. ▪ Achieving economic well-being – the priority about education and training, and adult learning and skills will have a positive impact by implementing alternative curriculums. ▪ One comment about the priority to maximise leisure opportunities for children and young people with additional needs is very important. This is the third event where this has been raised. <i>'Leisure opportunities should be for all children and young people, not just those with disabilities. We should have inclusive groups.'</i> ▪ For health and well-being priorities there was universal support for these confirming that all aspects of this priority have positive impacts on children and young people. No negative impacts were identified as far the CYPP priorities however comments were made about the cost of dental treatment, optical costs and prescription charges. Young people stated that due to financial pressures they may have to make choices about treatment once they were liable to pay costs. These comments have been passed on to Darlington's Shadow Clinical Commissioning Group. ▪ Young people stated that they should be better involved in making decisions and generally involved more by Health. These comments have been passed on to Health organisations. ▪ Information Advice and Guidance – all participants felt this would have a positive impact. There were several comments that students needed more advice about finances and this should be extended to all teenagers. ▪ Young people commented that they are aware of Ashleigh's Rules in relation to internet safety. ▪ They felt that bullying wasn't an issue within their school/college. Although they did agree that an anti-bullying priority was important. 	

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Young people and adults			<ul style="list-style-type: none"> ▪ Street Safety – young people felt safer where there were CCTV cameras in operation e.g. College/ Town Centre. ▪ The behaviour of adults under the influence of alcohol was cited by several young people as an issue which needs to be addressed. (Cross reference to Health priorities) ▪ Positive comments were received about the inclusion of substance misuse especially drugs and alcohol in the curriculum. 	

Guidance and Definitions

The Equality Act 2010 combined over 100 pieces of legislation into one Act and introduces nine protected characteristics for which due regard is required in ensuring discrimination is prevented. These are age, race, disability, sex, gender reassignment, sexuality, faith/religious belief, marriage or civil partnership, and pregnancy/maternity. Statutory guidance is currently being developed by the Equality and Human Rights Commission and is being consulted upon. The Public Sector Duty came into force on April 5th, 2011.

The following definitions will be useful in determining impacts of strategies, actions or services on specific groups.

Age

Discrimination on the grounds of age under the Equality Act 2010 applies from the age of 18 years.

Race

To ensure that no person is treated less favourably because of his or her race defined as colour, ethnic origin or national origin or nationality (including citizenship).

Sex

Male or female.

The Sex Discrimination Act 1975 ensured that no person is treated less favourably because of his or her gender or because he or she is married.

Gender Reassignment

A process which is undertaken under medical supervision for the purposes of reassigning a person's sex by changing physiological or other characteristics of sex, and includes any part of such a process.

The Sex Discrimination (Gender Reassignment) Regulations 1999 outlaw direct discrimination against transsexuals on the grounds of "gender reassignment".

Transvestite

An individual who wears the clothing of the opposite gender to express their feminine/masculine side, or for relaxation. Also known as cross-dressing.

Transgender

An individual, who appears as, wishes to be considered as or has undergone surgery to become a member of the opposite sex.

Transsexual

An individual who believes that their apparent gender is not their actual gender and may seek gender reassignment surgery to alter their body to meet their belief. Transsexuals may appear similar to transvestites, but have a different intent.

For the purposes of completing the impact assessment, consideration ought to be given, in the first instance for example, to the arrangements made (or which could be made/agreed upon), regarding the use of toilets and any other gender specific facilities.

Sexuality

The Employment Equality (Sexual Orientation) Regulations 2003 ban discrimination in employment and vocational training on grounds of sexual orientation. Sexual orientation is defined as an orientation towards:

- Persons of the same sex (lesbians and gay men)
- Persons of the opposite sex (heterosexuals)
- Persons of the same sex and opposite sex (Bisexuals).

It does not cover sexual practices such as sado-masochism and paedophilia.

Religion or Belief

This area presents, perhaps, the greatest difficulty in terms of providing a definition, not least because of the close links/overlaps in some instances with culture and race/ethnicity.

The Employment Equality (Religion or Belief) Regulations 2003 ban discrimination in employment and vocational training on grounds of religion or belief. Under the regulations, religion is defined as being 'any religion, religious belief, or similar philosophical belief'. This does not include any philosophical or political belief unless that belief is similar to a religious belief. Courts and tribunals may

consider a number of factors when deciding what is a 'religion or belief' (e.g. collective worship, clear belief system, profound belief affecting way of life or view of the world)'.

For the purposes of completing the impact assessment, consideration ought to be given to a range of factors, examples of which are set out below. It is recognised, however, that whilst knowledge of the central tenets of those religions most likely to be encountered would help ensure that appropriate provision is made with regard to the delivery of and access to services, such knowledge might not necessarily be held.

- Is provision made, when dealing with customers, for them to be dealt with, if requested, by persons of the same sex?
- Does the way in which your service is delivered restrict access to certain religious groups that have days of religious observance restricting or preventing them accessing services on those days?
- Is your service delivered in locations or environments that might preclude or restrict access to certain religious groups?

Marriage or Civil Partnership

Discrimination on grounds a persons marital status or civil partnership is illegal under the Equality Act 2010.

Pregnancy/Maternity

Discrimination on grounds of a woman's pregnancy or maternity status is illegal under the Equality Act 2010.

Outside the Equality Act:

Culture

This area is also not easy to define, but a person's culture is likely to be influenced by a whole range of factors and in many instances might be unique to an individual. These factors could include:

- Place of birth/origin
- Upbringing
- Economic status
- Educational history
- Family status
- Language spoken