

Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.¹

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT:
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	Gloucestershire Early Help and Children and Young People's Partnership Plan 2015-18 'Gloucestershire works well for families'
Person(s) responsible for completing this statement	Sally Hebbs, Outcome Manager
Briefly describe the activity being considered including aims and expected outcomes	<p>There have been three Children and Young people's Plans in Gloucestershire since 2006; they have each set out local ambitions to improve outcomes for children and young people. As we have better understood the issues we face locally the plans have increasingly focused on the most vulnerable children and young people.</p> <p>For the Early Help and Children and Young People's Partnership Plan 2015-18, members of the Gloucestershire Children's Partnership need to work together to deliver effective system change for the support of vulnerable children, young people and families over the long term to achieve improved outcomes and financial benefits. The intention is to work together to challenge the current support systems and processes of all partners. Early identification and</p>

¹ For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

resolution of problems is critical to success. The aim is to deliver innovative changes which will reduce costs and safely prevent the persistence of problems without the need for high cost specialist services. We have given prominence to Early Help in this plan because this is where all partners most need to work together.

The core principles and values are derived from the plans of partners; providing systems which give people the opportunity to help themselves and others, to prevent issues arising; support being available when necessary; providing children and families with a safe, timely and permanent outcome. Key principles:

- Providing help at the earliest opportunity
- The experience of the child being paramount
- Being whole family focussed
- Well informed self- help
- Providing safe timely permanent solutions to issues
- High quality specialist service interventions

The vision agreed by partners is still the right one: 'We want to ensure our children and young people thrive and reach their full potential; supporting when we are needed most.' The objective is to help children, young people and families to make the right life choices to reduce their risk of vulnerability; enabling them to do more for themselves. The aims of the Gloucestershire Early Help and Children and Young People's Partnership Plan 2015-18 are:

1. **Children will thrive at home:** *Families stay together.* Keeping families together dealing with emerging problems
2. **Children will thrive at home with help:** *Preventing family breakdown providing help for children and parents.* Families stay safely together; with extra help from communities and practitioners
3. **Children will thrive with specialist help:** *Providing for effective and efficient responses and lasting solutions.* Children, who need it, will have specialist help; have a good experience and settle permanently, quickly and safely.
4. **We will work well together:** *We will change our systems.* Planning, developing and jointly providing appropriate support for families.

Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in- house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

[Service user diversity reports](#) are available on our website and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

Needs analysis

[Gloucestershire population demographics](#) data is available to understand the representation of different protected groups across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, a service is open to all residents and from monitoring you know that 2% of service users are disabled: However, demographic data indicate that 16.7% of Gloucestershire residents report having a disability or long term limiting illness. This finding can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed as part of the development of your 'policy'.

Data gaps

You may find that you have more information about some of the protected groups for example, gender, age, disability and less about others, for example, sexual orientation and religion and/or belief. If data is not available and you intend to start collating data about a protected characteristic please use the action plan to outline how this data will be collated. You can find equality monitoring guidance on our [website](#) including an equality monitoring template.

If you have no plans to start collating data about a protected characteristic please state the rational why.

Service information (if applicable) or Needs analysis (if applicable)

<p>Who is responsible for delivering the service?</p>	<p>This is a partnership plan to improve outcomes for vulnerable CYP and families. This includes all those providing support for children young people and their families, for example, but this is not a definitive listing, the NHS, Care Services; Prospects Services; Children’s Centre Contractors; Probation; Police; GCC; Housing providers; district councils; Education providers. The providers have a duty (Children’s Act 2004) to co-operate to support vulnerable children; this co-operative activity is collectively described in the Gloucestershire Early Help and Children and Young People’s Partnership Plan 2015-18. This plan is monitored by the Gloucestershire Children’s Partnership.</p> <p>This will not change with the proposed new plan, but percentages of children supported by the wide variety of providers will change. This will not have an adverse affect on any one particular group with protected characteristics</p>
<p>Service user data/Needs analysis information</p>	
<p>Age</p>	<p>In 2012 there were an estimated 137,062 children and young people aged between 0-19 living in Gloucestershire. Over the next ten years. Gloucestershire’s 0-19 year old population is projected to increase by almost 10,000 people or 7.2% to about 146,700 in 2021</p> <p>Source – CYP Needs Analysis 2014 http://www.gloucestershire.gov.uk/inform/index.cfm?articleid=94001</p> <ul style="list-style-type: none"> • Total number of Children In Need at 31st July 2014: 2237. The majority of children in need (27.2%) are aged between 10 and 15. • Total number of children subject of a Child Protection Plan as at 31st July 2014: 400. Compared to the previous year, there has been an increase (of 42) in the number of children subject of a Child Protection Plan. The largest increase can be seen in the 10-15 age bands (mainly males) whilst children aged under 4 (especially males) have decreased. The majority of children subject to a CPP were aged between 1 and 4 (32.75%); in contrast to ‘children in need’ and ‘children in care’ at the

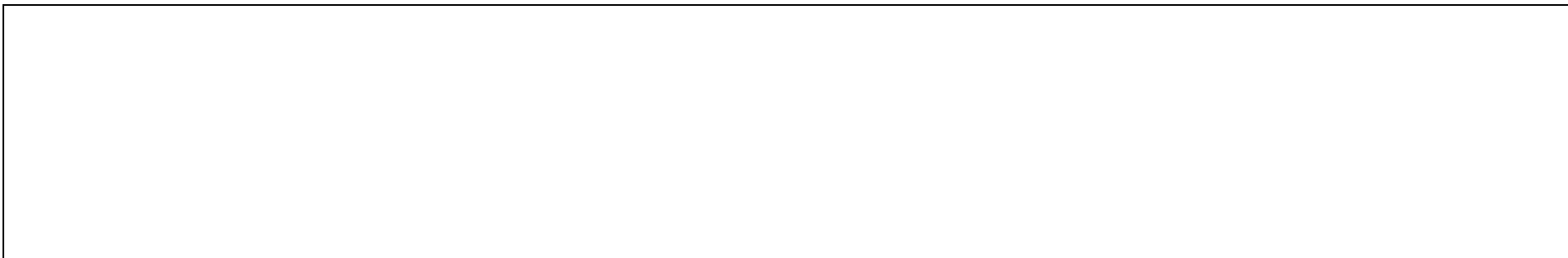
	<p>same period.</p> <ul style="list-style-type: none"> • There were 484 'children in care' at 31st July 2014: As with the 'child in need' population, the majority of 'children in care' are aged between 10 and 15 (35%). Males comprise the largest number of children within this age group, and represent 55% of the children in care population in Gloucestershire.
Disability	<p>National statistics show that the number of families with a disabled child rose from 700,000 in 2004 to 950,000 in 2010. One of the reasons for this increase is because 80% of children born prematurely now survive and 50% of those children have severe and complex disabilities. Arriving at an accurate figure for the number of children and young people with a disability in Gloucestershire is problematic. A major challenge is that there is no one method to identify disabled children; each agency or service works to a different definition.</p> <p>Source – CYP Needs Analysis 2014 http://www.gloucestershire.gov.uk/inform/index.cfm?articleid=94001</p> <ul style="list-style-type: none"> • The total number of Children In Need at 31st July 2014: 2237. The number of disabled children in need is 145 • Total number of children subject of a Child Protection Plan (CPP) as at 31st July 2014: 400. The number of disabled children on a CPP is 8. • There are in total 484 'children in care' at 31st July 2014: The number of disabled children in 'care' is 34.
Sex	<ul style="list-style-type: none"> • Total number of Children In Need at 31st July 2014 : 2237 <ul style="list-style-type: none"> Female – 1027 Male – 1157 Unborn – 53 • Total number of children subject of a Child Protection Plan as at 31st July 2014: 400 <ul style="list-style-type: none"> Female – 179 Male – 214

	<p style="text-align: center;">Unborn – 7</p> <ul style="list-style-type: none"> • The total number of ‘children in care ‘at 31st July 2014: 484. Female – 217 Male – 267
Race (including Gypsy & Traveller)	<p>According to the 2011 census 7.6% of 0-19 year olds in Gloucestershire were from a Black or Minority Ethnic Group. This proportion is considerably lower than the national average of 21.1%.</p> <p>The child population of Gloucestershire is becoming increasingly diverse; in 2011 around 10,300 0-19 year olds were from a Black or Minority Ethnic Group (7.6%). This has increased since 2001 when 6,300 (4.6%) of 0-19 year olds were from a Black or Minority Ethnic Group.</p> <p>The number of 0-19 year olds classed as “white other” which includes migrants from Europe, has also increased from 1,725 (1.3%) of 0-19 year olds in 2001 to 3,600 (2.6%) of 0-19 year olds in 2011. Source – CYP Needs Analysis 2014 http://www.gloucestershire.gov.uk/inform/index.cfm?articleid=94001</p> <ul style="list-style-type: none"> • Of the children and young people identified as being ‘in need’ at the end of July 2014, 18.95% were BME. • Of the children subject of a Child Protection Plan at the end of July 2014, 16% were BME. • Of the children looked after at the end of July 2014, 11.0% were from BME groups. • Considerable work has taken place to clearly, accessibly record the race of CYP accessing interventions. Those unrecorded or not collated could increase the % reported of those in BME groups in receipt of an intervention. Workers are actively checking and improving record accessibility.
Gender reassignment	<p>We do not collect data against certain protected characteristics of young people, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. If a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.</p>

Marriage & civil partnership	We do not collect data against certain protected characteristics of young people, for example their sexual orientation, gender reassignment status, religion marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.
Pregnancy & maternity	We do not collect data against certain protected characteristics of young people, for example their sexual orientation, gender reassignment status, marriage or civil partnership, religion or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.
Religion or Belief	We do not collect data against certain protected characteristics of young people, for example their sexual orientation, religion, gender reassignment status, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.
Sexual Orientation	We do not collect data against certain protected characteristics of young people, for example their sexual orientation, gender reassignment status, religion, marriage or civil partnership or pregnancy and maternity. Although, if a young person receiving a service identifies against one of these characteristics it would be captured through their assessment.

Other information

For example: National research, partner data, officer knowledge, complaints data, links to reports



Workforce data

Please document details of GCC staff only if they will be affected by the proposed activity. This could include GCC staff transferring under TUPE to a new service provider, relocating, employment at risk. **GCC [Workforce diversity reports](#)** are available on our website.

If the proposed activity does not affect GCC staff, please state 'Not affected below'.

Total number of GCC staff affected	For this initial statement GCC staff affected by the change are assumed as having a similar range of characteristics as the council as a whole. Including the higher level of younger people, due to the type of work within the scope of this project. There is currently no risk to employees, but there could be changes to the current job descriptions.
Age	Gloucestershire County Council, like many Local Authorities across the UK, has an older workforce. This is reflective of the population as a whole which is recognised as having an older age profile. The highest proportion of our workforce (36%) are aged between 46 and 55; Less than 20% of the workforce are under 36, and only 42% are below 46 years old; There has been a slight increase in the proportion of employees aged 25 or under (4.12%) compared to last year (3.4%); There has also been a very slight rise in the number of employees over 56 (21.52%, compared to 21.32%) Source: http://www.gloucestershire.gov.uk/CHttpHandler.ashx?id=62746&p=0

	<table> <thead> <tr> <th>Age Range</th> <th>Percentage of Workforce</th> </tr> </thead> <tbody> <tr> <td>16-25</td> <td>4.12%</td> </tr> <tr> <td>26-35</td> <td>14.80%</td> </tr> <tr> <td>36-45</td> <td>23.70%</td> </tr> <tr> <td>46-55</td> <td>35.87%</td> </tr> <tr> <td>56+</td> <td>21.52%</td> </tr> <tr> <td>Grand Total</td> <td>100.00%</td> </tr> </tbody> </table>	Age Range	Percentage of Workforce	16-25	4.12%	26-35	14.80%	36-45	23.70%	46-55	35.87%	56+	21.52%	Grand Total	100.00%
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Disability	<p>The number of employees declaring a disability stood at 4.56%, a very small decrease from 4.68% the previous year.</p> <p>The highest proportion of disabled employees was amongst those aged 16-25, where more than 6% have declared a disability;</p> <p>Proportionally, more than double the number of male employees (7.72%) have declared a disability than female workers (3.38%)</p> <p>Source: http://www.gloucestershire.gov.uk/CHttpHandler.ashx?id=62746&p=0</p> <table> <thead> <tr> <th>Disability</th> <th>Percentage of Workforce</th> </tr> </thead> <tbody> <tr> <td>Not Disabled</td> <td>86.12%</td> </tr> <tr> <td>Disabled</td> <td>4.56%</td> </tr> <tr> <td>Prefer not to say</td> <td>0.47%</td> </tr> <tr> <td>Unstated</td> <td>8.85%</td> </tr> <tr> <td>Grand Total</td> <td>100.00%</td> </tr> </tbody> </table>	Disability	Percentage of Workforce	Not Disabled	86.12%	Disabled	4.56%	Prefer not to say	0.47%	Unstated	8.85%	Grand Total	100.00%		
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Sex	<p>The British labour market continues to be characterised by a high level of occupational segregation, women make up 83% of people employed in personal services and over 40% of female jobs compared with 15% of male jobs are in the public sector.</p> <p>73% of the council's workforce is female, a figure consistent for the past 3 years;</p>														

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Race (including Gypsy & Traveller)	<p>The estimated BME population from Gloucestershire is 4.6%. The proportion of employees from a black or minority ethnic background is 4.51%, an increase from 4.49% the previous year.</p> <p>There continues to be a larger proportion of BME employees amongst younger workers, particularly in the 16-25 age range. The ethnic profile of all employees aged 45 or younger shows nearly 6% from a BME background, considerably above the profile of the county.</p> <p>Source: http://www.gloucestershire.gov.uk/CHttpHandler.ashx?id=62746&p=0</p> <table> <tbody> <tr> <td>White British</td> <td>85.40%</td> </tr> <tr> <td>Unstated</td> <td>6.36%</td> </tr> <tr> <td>White Other</td> <td>3.73%</td> </tr> <tr> <td>Black</td> <td>1.44%</td> </tr> <tr> <td>Asian</td> <td>1.63%</td> </tr> <tr> <td>Mixed</td> <td>1.08%</td> </tr> <tr> <td>Other</td> <td>0.36%</td> </tr> <tr> <td>Grand Total</td> <td></td> </tr> </tbody> </table>	White British	85.40%	Unstated	6.36%	White Other	3.73%	Black	1.44%	Asian	1.63%	Mixed	1.08%	Other	0.36%	Grand Total	
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Gender reassignment	The percentage of those who declare themselves transgender is low we will not disclose this report																
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	Partner Marriage/Civil Partnership 21.35% Separated 1% Single 5.95% Widow 0.06% Prefer not to say 0.58% Unstated 67.17% Grand Total 100.00%
Pregnancy & maternity	In the period 1st October 2013 – 30th September 2014, 68 employees returned from Maternity Leave
Religion or Belief	Religion Percentage of Workforce (Oct 13) Buddhist 0.19% Christian 16.46% Hindu 0.11% Muslim 0.40% None 0.16% Not religious 10.32% Other 0.74% prefer not to say 1.33% Unstated 70.30% Grand Total 100.00%
Sexual Orientation	Sexual Orientation Percentage of Workforce (Oct 13) Bisexual 0.29% Gay man 0.61% Gay woman/lesbian 0.48% Heterosexual/straight 40.02%

	Prefer not to say	3.19%
	Unstated	55.41%
	Grand Total	100.00%

Consultation and engagement

List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

Service users	<ul style="list-style-type: none"> • On-line pupil survey 2012 - approx 20,000 responses from school children in the county • On-line Children in Care Survey –approx 140 responses from school age children in our care • Extensive county-wide Meeting the Challenge (Together We Can) consultation (phase 1 launched 7th June 2014 for 8 weeks) gathered feedback from residents (including service users), community groups, partners and staff on the overarching principles of making savings through finding new ways of working. Particular positive efforts were made to reach those people with a protected characteristic through a range of roadshows, staff briefing sessions, engagement with elected members, a People’s Panel, community group workshops (including Young Gloucestershire) and a bespoke website which included interactive videos and case studies. • An overwhelming 92% of respondents to the survey either strongly or partly agreed with our proposals to help families and individuals to be stronger, by providing support for people to stay fit and healthy and to deal with family troubles. Many felt that this would save the council money in the long term and that it would provide families with the support they need, when they need it. 91% of respondents either strongly or partly agree with our proposal to signpost families and individuals to community support where appropriate. 88% of respondents either strongly or partly agreed with our proposal to focus our specialist support on those who really need it, and work with communities, families and individuals to do more for themselves • A detailed consultation for the Children and Young People And Early Help Partnership Plan 2015-18
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	<p>'Gloucestershire works well for families' has run alongside the MtC 2 consultation Phase 2, employing methodology used in previous years to engage practitioners from all agencies, high level managers/ directors; children, young people and families:</p> <ul style="list-style-type: none"> - Stand at the Early Help conference on 1st October 2014 - Attendance to the 6 safeguarding road shows in November and December 2014 - U-engage consultation which started in October 14 and concluded mid-January 15 for practitioners (186 responses) and families and carers (41 responses) - Focus group with Ambassadors - Results from previous consultations undertaken for instance by Ambassadors (incl. children in care) - Healthwatch event for parents - VCS alliance support to promote the U-engage consultation
Workforce	<ul style="list-style-type: none"> • Several scoping meetings and a range of project meetings have been held throughout 2013-14 to establish a brief for the project and the ensuing 'offer' • Stand at the Early Help conference on 1st October 2014 • Annual consultation with CYP workforce via attendance to the 6 safeguarding road shows in November and December 2014 • U-engage consultation starting in October 14 and concluded mid-January 15 for practitioners (186 responses) and families (41 responses)
Partners	<ul style="list-style-type: none"> • Several scoping meetings and a range of project meetings have been held throughout 2013-14 to establish a brief for the project and the ensuing 'offer' • The Gloucestershire Children's Partnership have been consulted throughout the planning process and will continue to oversee the progress of the 'offer'. Members of the Gloucestershire Children's Partnership are:

		<p>Gloucestershire County Council Six District Councils- (Cheltenham, Tewkesbury ,Cotswold, Forest of Dean, Gloucester, Stroud) FE providers Voluntary Sector Providers Academies Schools Job Centre Plus</p>	<p>NHS Gloucestershire Clinical Commissioning Group(CCG) Gloucestershire Constabulary Gloucestershire Care Services NHS Trust Probation Services Prospects Services Ltd 2Gether NHS Foundation Trust Gloucestershire Hospitals NHS Foundation Trust</p>	
<p>External providers of services</p>		<ul style="list-style-type: none"> • Annual consultation with CYP workforce via attendance to the 6 safeguarding road shows in November and December 2014 • Schools Forum and wider schools fora engaged through appropriate formal channels and through district based partnership meetings 		
<p>Council members</p>		<ul style="list-style-type: none"> • Cabinet and CYP scrutiny items presented for challenge and agreement to develop the plan further. 		

Equality analysis: Summary of what the evidence shows and how has it been used

This section will allow you to outline how the evidence has been used to show 'due regard' to the three aims of the general equality duty. It is important that this consideration is thorough and based on sufficient information. Consideration should be relevant and proportionate.

- Eliminate discrimination
- Advance equality of opportunity
- Promote good relations..

Protected group	Challenge or opportunity considered and what we did
	<p>The Children and Young People And Early Help Partnership Plan 2015-18, is a partnership plan. Members of the Gloucestershire Children's Partnership need to work together to deliver effective system change for the support of vulnerable children, young people and families over the long term to achieve improved outcomes and financial benefits. The intention is to work together to challenge the current support systems and processes of all partners. Early identification and resolution of problems is critical to success.</p> <p>GCP fully supports and promotes the requirements of the United Nations Convention on the Rights of the Child. Partners have a commitment to equality and meeting the needs of Gloucestershire's diverse community. The nine protected characteristics have been considered throughout the preparation for the new plan and we have checked, through an equality impact assessment that no group is disadvantaged.</p> <p>The Plan exhibits a commitment to equality of opportunities for children and their families; recognising and addressing the gap between those who do well and those who do not. The partners will strive positively and creatively to close the gap for the most vulnerable. This commitment is reflected throughout the Priority Activity Cards</p> <p>The vast majority of children and young people in Gloucestershire do well. They achieve well in school, enjoy good health; have comfortable homes and opportunities to not only reach their</p>

potential but to excel. However that is not the case for all children. A small but significant number of children have persistently poor outcomes and the gap between them and other children is persistent and wide. These are the children who are most dependent on effective, early help that is targeted on their needs. It is these children that are the main focus of this plan – improving their outcomes are our priority as a partnership. Achieving change for the most vulnerable children and young people and their families will require all of us to work more effectively together – community groups, schools and statutory services.

Our collective information and knowledge tells us that the groups of children that need our help most are:

- Children in Care and care –leavers
- Children requiring safeguarding
- Children subject to the effects of poverty.
- Children living in challenging circumstances (Including those children, affected by, domestic abuse; young carers; sexually exploited; substance misuse; mental health issues; sick children; complex needs; those in chaotic families)
- Children and Young People with Learning difficulties and Disabilities/ Complex Needs (CYPwLDD)

As part of our consultation with Practitioners, we have in particular asked them if there are particular groups we should be doing more to support through Early Help. We also asked them to tell us which groups they think are particularly at risk and what type of Early Help would make a difference. The results are as follows:

- Out of 186 respondents, 50 responded to this question
- The top four groups mentioned through these 50 responses are: Disabled children and parents (in particular mental health related), Teenagers, Victims / witness of domestic abuse and children / parents from ethnic minority groups

Age(A)

One of the priority outcome for activity card 3 (Children will thrive with specialist help) is that Young people, 11+yrs, will have improved outcomes by receiving relevant specialist interventions.

	The Innovation Fund programme fundamentally changes provision; develops the culture and skills of practitioners including social care, mental health, youth justice, substance misuse and other specialist provision for the most vulnerable.
Disability (D)	We have committed through the <i>Building Better Lives</i> policy to transforming the way we work with disabled people. Starting early is a crucial element of this and changing families' early experiences will set the platform for changed expectations in the future. Developing an all age disability service model is an important part of this, but enabling families and communities to support disabled children themselves is vital. To do this we need to ensure that early advice from health and education services gives confidence in the opportunities available and that support, for example in the form of short breaks, is easily accessible in mainstream activities and services.
Sex (S)	
Race (including Gypsy & Traveller)(R)	One of the priority outcome for activity card 3 (Children will thrive with specialist help) is that Vulnerable CYP and families outcomes improve; they have personalised and speedy responses to meet their needs
Gender reassignment(GR)	
Marriage & civil partnership (MCP)	
Pregnancy & maternity (PM)	
Religion and/or Belief (RAOB)	

Sexual Orientation(SO)	
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Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

Action Plan

Action	Who is accountable	Time frame
<p>1. Collection and collation of service users in receipt of Early Help intervention. This will supplement and enhance the information and intelligence currently available for those CYP in receipt of statutory services. Indicators to be made available</p> <p>Description of Indicator</p> <ul style="list-style-type: none"> ○ Eligible 2-year olds accessing 15 hours of free education entitlement 	Alison Croft	January 2015

○ Number of new CAFs initiated in period		
○ % of CAFs closed due to needs met		
○ Number of children and young people with My Plan+		
○ Number of families achieving reduced offending and ASB and increased school attendance (Families First)		
○ Total number of families ;turned around; by the Families First programme		
○ Number of people engaged at each stage of the JIPP programme		
○ % of successful completions at each stage of the JIPP programme		
○ Number of schools with a documented Early Help Offer		
○ Number of families registered and accessing Children's Centre Services		
○ Initiation of Breastfeeding		
○ Number of families identified for universal plus and partnership input from health visitors		
○ Number of young people being supported by Youth Support Team		
○ Number of calls received by CYPS Practitioner Advice Line		
○ Number of contacts received by SEND Early Help Advisers		
2. Further work is required to identify and address issues which could arise as a result of the sexual orientation and gender re-alignment CYP and parents, As part of our system change programmes the partnership aim to make best use of information,		

data and intelligence to provide appropriate interventions		
Intelligence used to produce the CYPP will be made available to partners and will be used as a basis to monitor the final action plan.	Sally Hebbs	April 2015

Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc

- Progress will be monitored by the project group and the vulnerable children' programme board, on a quarterly basis
- This Due Regard statement will be reviewed and developed on an ongoing basis as the plan is implemented.
- The Children's Partnership will monitor and review progress of the CYPPP and associated information
- Feedback from on-line pupil survey and our Ambassadors
- Regular progress report to the Local Health and Wellbeing Board and Safeguarding Children's Board

Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Senior level sign off:	Date:
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member:	
Signed by Portfolio Holder/Cabinet Member:	Date:

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.