

# Equality Impact Assessment Refresh of CYPP 2010/11

## Part 1: Initial Screening

### 1. Persons responsible for this assessment:

<b>Name: Sally Moss and members of the Strategic Planning Team</b>	<b>Telephone: (01452) 425733 / (01452) 426430</b>
<b>Service: Commissioning (Strategic Planning)</b>	<b>E-Mail: <a href="mailto:sally.moss@gloucestershire.gov.uk">sally.moss@gloucestershire.gov.uk</a>; <a href="mailto:mariana.straton@gloucestreshire.gov.uk">mariana.straton@gloucestreshire.gov.uk</a></b>
<b>Directorate: Children and Young People's Directorate</b>	<b>Date of Assessment: December 2009/ completed March 2010</b>

### 2. Name of the policy, service, strategy, procedure or function:

#### **This is an assessment of Gloucestershire's Children and Young People's Plan (CYPP)**

The CYPP is a three year strategy (2009-2012). The Plan was formally signed off by the Full Council and Cabinet in April 2009. Part Two of the Plan - the Priority Action Cards- is produced on an annual basis. Every year, a review of the Equality Impact Assessment is done for the CYPP in order to identify any gaps that still exist and to ensure that these aspects are incorporated into the refresh of the annual Priority Action Cards. The recommendations from the last year's EIA have been fully considered in the Refresh of the CYPP 2010/11. This document represents an overview of the whole CYPP and further work will be done by the Lead/s of each individual card to produce an EIA for each action card. This work will inform the overall EIA for the CYPP 2010/11 and lead to a final document. **Separate Equality Impact Assessments for each one of the Action Cards will be completed by the end of June 2010 in order to strengthen this process.**

The CYPP is developed and monitored by the multi-agency Children and Young People's Strategic Partnership (CYPSP). It deliberately focuses on areas for improvement to make it shorter and more focused – detailed business planning within the Children and Young People's Directorate (CYPD) and other partners will underpin the Plan and ensure attention is paid to all service areas. Where relevant therefore, this Impact Assessment refers to work being done by partners which underpins the priorities, performance indicators and milestones in the overarching CYPP.

### 3. Briefly describe its aims and objectives

The CYPP is a multi-agency strategic plan aimed at helping all children and young people in Gloucestershire meet the 5 Every Child Matters Outcomes; Be Healthy, Stay Safe, Enjoy and Achieve, Make a Positive Contribution and Achieve Economic Well-Being. Gloucestershire's CYPP vision is to ensure that all our children and young people thrive and reach their full potential.

The CYPP strategic objectives are:

- To have in place consistent, high quality "universal" services that **prevent** problems from developing or getting worse
- To have in place consistent, high quality arrangements to **intervene early and in a sustained way** when "targeted" extra help is needed

The CYPP clearly states the importance of improving outcomes for **all** children and young people and reducing the gap between those who do well and those who do not.

#### 4. Who is intended to benefit from it and in what way?

The CYPP is intended to benefit **all** children, young people and their families in Gloucestershire by improving life chances, maximising their potential and minimising the gap between those who do well and those more vulnerable children who generally do less well.

#### What outcomes are expected?

Priorities 2009-2012 Prevention 'Universal'	ECM Outcomes	Outcome focus (" <b>results</b> ", conditions of wellbeing for children and young people and their parents/carers)
1. Healthy Lifestyle Choices	Be Healthy	Better healthy lifestyle choices and better outcomes for parents, children and young people
2. Personal Safety	Stay Safe	More children and young people feel safer at school and in their community
3. Ready for employment and adult life	Achieve Economic Wellbeing	More young people in education, training and employment
	Enjoy and Achieve	More support, information and guidance for young people in choosing academic subjects, finding jobs, further and higher education and benefits
4. Child Poverty	Achieve Economic Wellbeing	Continued focus on outcomes due to the aftermath of the recession
Priorities 2009-2012 Early and Sustained Intervention 'Targeted'		Outcome focus (" <b>results</b> ", conditions of wellbeing for children and young people and their parents/carers)
5. Improved Emotional Health and Wellbeing	Be Healthy	Children and Young People with emotional wellbeing difficulties, and their families, have been helped and supported
6. Educational achievement for vulnerable children is improved	Enjoy and achieve	Good outcomes for most children and young people sustained and improved
		The gap in attainment of vulnerable pupils compared to their peers is reduced
7. Increased Safeguarding of Children and Young People	Stay Safe	Children and young people are kept safe through quality of practice and consistent thresholds
		Children are safer from risks or effects of witnessing domestic abuse Children in care have improved stability of placements
8. Positive outcomes for Children and Young People with Learning Difficulties and/or Disabilities	Positive Contribution	Improved outcomes for Children and Young People with Learning Difficulties and/or Disabilities across all 5 Every Child Matters Outcomes  More choice, greater inclusion and support for families
9. Improved Outcomes for	Be Healthy	Improving the life chances of children in our

<b>Children in care and Care Leavers</b>	Stay Safe Enjoy and achieve	care across all 5 <i>Every Child Matters</i> outcomes
<b>10. Enabler Card – Effective Management of resources across the organisation and Partnership</b>	Positive Contribution Be Healthy Stay Safe Enjoy and achieve Achieve Economic Wellbeing Positive Outcomes	Implementing our CYP Participation Strategy and Charter to ensure the views of all CYP are involved in decision making processes.  Developing the CYP workforce in Gloucestershire- ensuring the development of an excellent, motivated, inclusive workforce to promote positive outcomes for all CYP.

## 6. Have you consulted on this policy, service, strategy, procedure or function?

<p>Full consultation as detailed below, was completed at the start of the Action Plan. For the purposes of the annual refresh, consultation has been undertaken through the existing partnership members and action card leads and sponsors.</p> <p><b>Details of initial consultation (2008/09)</b></p> <p>Children and Young People:</p> <ul style="list-style-type: none"> <li>• The Online Pupil Survey (OPS) completed by 17,801 Secondary School Pupils</li> <li>• An activity pack distributed to a focussed number of primary school throughout the county for 5-8 year olds to complete through facilitated activities and discussions.</li> <li>• Focussed discussion groups with young people aged 16-19 (up to 22 for children and young people with learning difficulties/disabilities)</li> <li>• Consultation events for home educated children and young people</li> <li>• ‘Get Snappy!’ – All children and young people aged up to 19 were invited to enter our fun photograph competition, to tell us about something they'd like to change in the County</li> </ul> <p>Parents:</p> <ul style="list-style-type: none"> <li>• Parent/carer questionnaires and group discussions through Children’s Centres, and School Parent Governors, Carers Gloucestershire, The Key, Parents who educated their children at home and PATA</li> </ul> <p>Listened to the views of elected members, statutory and voluntary partner agencies:</p> <ul style="list-style-type: none"> <li>• The Partnership is committed to learning from the huge experience that frontline workers, their managers and elected members can share with each other. As a result of this we held 7 consultation events, where the key findings of the Needs Analysis and OPS were shared with partners. Professionals discussed their knowledge and their views about the Plan’s vision, about Children and Young People’s needs and what people are concerned about across the six Districts. These events generated a range of potential priorities, which were then considered by the CYPSP Executive Group.</li> </ul> <p><i>The consultation records can be found at</i>  <a href="http://www.gloucestershire.gov.uk/index.cfm?articleid=19910">http://www.gloucestershire.gov.uk/index.cfm?articleid=19910</a></p>
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## 7. What evidence has been used for this assessment?

Evidence for this Impact Assessment of the CYPP 2009-2012 Plan includes reference to:

- the Joint Area Review Inspection Report October 2007
- the Online Pupil Survey Spring 2008
- the Needs Analysis September 2009
- the CYPP Equalities Impact Assessment 2009-10
- Part One of the CYPP 2009-2012
- the CYPP Action Cards for 2010-11
- CAA Inspection results 2009
- Recent performance of CYPP outcomes

## 8. Could a particular group be affected differently in either a negative or positive way?

Please evidence that you have used the Consultation toolkit and planning template

<http://staffnet/index.cfm?articleid=5203>

Our assessment shows that no group will be affected in a negative way due to the nature of the plan. The outcomes, actions and tasks are fully inclusive and aim to improve outcomes for **all** children and young people whatever their age, ability, gender, race (including gypsy and traveller), religion, belief or sexual orientation

	Negative	Positive	Neutral	Evidence
Age		√		This plan covers all children and young people aged 0-19. This includes maternity services and services provided beyond 19 and up to 25 to young people with limiting long-term conditions, disabilities & care leavers.
Disability		√		<p>The needs of Children and Young People with Learning Difficulties and/or Disabilities (CYPwLDD) are listed as a priority area and strongly reflected throughout Part 1 of the Plan.</p> <p>The <b>Needs Analysis</b> for 2009 highlighted the need to continue to improve the amount and quality of physical activity available to children and young people with disabilities or special educational needs (included as NI 57 in Action Card 1) and to improve the attainment gap at KS2 and KS4 for those with special educational needs (included in Card 6 as NI 104 and NI 105).</p> <p>Specific targets and actions for CYPwLDD are listed within Priority Action Card 8 'Positive outcomes for CYPwLDD'.</p> <p>There are further links to the Educational</p>

				<p>Attainment of CYPwLDD in Action card 6 (Educational Achievement).</p> <p>There are also links to the National Play Strategy for providing better play activities for vulnerable children which is detailed in action card 9 (Enabler Card).</p>
Gender including Transgender		√		<p>The plan is a fully inclusive plan that aims to improve outcomes for all children and young people in Gloucestershire.</p> <p>The last EIA recommended that further consideration be given to national research on differential outcomes for boys and girls, for example in education. Data collected by the Data Management team (Commissioning) on educational results has been broken down by gender and shows that Gloucestershire is above the national average in attainment for English, Maths and Science.</p>
Race including Gypsy and Traveller		√		<p>The CYPP has specific indicators in card 6 around BME and educational achievement to reduce the gap at Key Stage 2 and 4. These are supported by actions to provide appropriate curriculum and pathways into relevant qualifications to engage vulnerable pupils, including those from the Gypsy and Traveller community.</p> <p>Whilst not referenced directly in the CYPP, work currently undertaken by Libraries Team (CACD) includes the Share a Book mobile scheme which targets at risk groups including visits to traveller sites, providing access to free books and activities for cyp which support their development and concentration levels.</p>
Religion or Belief			√	<p>The positive outcomes that the Plan aims to support relate to all children and young people (CYP), as such actions within the Plan will not have a negative impact on CYP with differing religions or beliefs.</p> <p>Gloucestershire has a multi faith population covering a wide range of different religions and beliefs. By having no specific Performance Indicators (PIs) and tasks relating to spirituality or religion, mentioned in the 10/11 Priority Action Cards, we ensure that no group is excluded.</p>

				<p><b>Recommendations and Considerations</b></p> <p>From a review of the CYPP Guidance 2009 we know there needs to be more consultation with the appropriate diocesan authority for any foundation or voluntary school situated in the authority's area which is a Church of England or Roman Catholic School. This should be included in the 2011/12 Plan refresh.</p>
Sexual orientation			√	<p>All actions and tasks are aimed at improving outcomes for all children and young people regardless of sexual orientation.</p> <p>Measures do not explicitly specify outcomes in regard of sexual orientation.</p> <p><b>Recommendations and Considerations</b></p> <p>Lead for card 2 to explore this potential gap within Personal Safety activities.</p>
Children Newly Entering the Country			√	<p>The Needs Analysis states that Gloucestershire has passed the peak of immigration from Eastern Europe in 2006, numbers of migrant workers applying to work in the County has continued to decrease at greater rates of decline than last year.</p> <p>However the Analysis also reports a substantial increase in the numbers of unaccompanied asylum seeking children being looked after in the County.</p> <p>There are specific targets and tasks in the CYPP about supporting and improving the achievement of children newly arrived from abroad. These are included within Action Card 6 – 'Educational Achievement for Vulnerable Children and Young People is Improved'.</p>
Children in Care (CIC)			√	<p>Many of the Action Cards have cross-cutting themes that will support improved outcomes for all CIC.</p> <p>However, there is a supplementary card this year that focuses solely on improving the outcomes for CIC and Care Leavers. The specific actions and tasks include a focus on emotional health and wellbeing, education, participation, placement matching and stability of placements as well as reducing homelessness.</p>

Young Carers			√	<p>The positive outcomes that the Plan aims to support relate to all children and young people, as such actions within the Plan will not have a negative impact on this group.</p> <p>There are no specific Performance Indicators (PIs) and tasks to do with Young Carers mentioned in the 10/11 Priority Action Cards. This is partly because it did not come through strongly enough as a priority in the Needs Analysis 2009.</p> <p><b>Recommendations and Considerations</b></p> <p>Ensure that future consultation with Children and Young People includes Young Carers (through the Participation Charter).</p>
Children with SEN		√		<p>Children with Special Educational Needs (SEN) are specifically targeted within the CYPP, particularly in terms of education. Within Action card 6 - 'Educational Achievement for Vulnerable Children and Young People is Improved' there are indicators to reduce the gap in attainment at both KS2 and KS4 between SEN and non SEN pupils. This should address the gap that exists at KS3 which tends to be greater than at the national level.</p> <p>Underpinning the CYPP's aims for children with SEN, Gloucestershire County Council works to the SEN Code of Practice, which covers the special education needs provisions of the SEN and Disability Act 2001. This includes the rights of children with SEN to be educated in schools where their needs are met.</p>
Those disadvantaged by social and economic circumstances*		√		<p>The Child Poverty card (4) has a clear focus on narrowing the income gap for those disadvantaged by social and economic circumstances.</p>
Community Cohesion	<p>The CYPP outcomes are aimed at ensuring that the Community Cohesion strategy is supported within Gloucestershire. Gloucestershire's strategy contains 5 key objectives for Community Cohesion work. Below is a summary as to how the CYPP is responding to these.</p> <p><b>Having a local approach:</b></p> <p>The CYPP priorities are based upon the OPS, the Needs Analysis and consultation in each District. The annual Priority Action Cards respond to the differing needs within Gloucestershire and the plans around Locality Hubs and integrated working will continue to develop a more localised approach to service planning and delivery.</p>			

	<p><b>Preventing the problems of tomorrow:</b> This strategic objective 'prevention' in the Personal Safety action card includes an action to promote and share strategies across schools and communities to minimise bullying and maximise effective responses.</p> <p><b>Strengthening local communities:</b> The CYPP clearly specifies a commitment of the CYPSP to equality of opportunities for all children and recognising the gap between those who do well and those who do not. "We will strive to close the gap in inequalities caused by geography, social factors, economic factors, race, religion or disability. We will respond positively and creatively to diversity among Gloucestershire's children, families and the communities of which they are a part this includes Children in care." This commitment is reflected throughout the Priority Action Cards.</p> <p><b>Building positive relationships:</b> The new Joint Strategic Commissioning Plan process has brought all the partners in the Gloucestershire Conference, closer together in the planning process. Leading to links being made and referenced between partnership plans and joint working and communication between different departments and teams where cross over work is being undertaken to improve outcomes for all residents in Gloucestershire. The 2010/11 refresh of the CYPP now includes links and references to the other Gloucestershire partnerships which are striving for the same goals and as such brings together a diverse group of stakeholders who represent the residents across Gloucestershire. The development of Localities Teams across the County will also help to create Community Cohesion, with dedicated staff from across different organisations, working together and sharing information in order to better serve and support all CYP in the locality or community that they work within.</p> <p><b>Develop the council's capacity: sort the text falling out of the box</b> This area is highlighted by the Plan's commitment to developing an integrated children's workforce across the partnership (Enabler Card). This task includes the training of staff in different areas for example Priority Action Card 5 – 'Improved Emotional Health and Well-being' one of the actions is that "Staff in and around schools, including special schools to receive training in Emotional Health and Well-being issues".</p>
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In addition to the vulnerable groups targeted in this Equality Impact Assessment, the CYPP includes addressing needs of:

- Children Not in Education, Training or Employment (NEET)
- Children and young people with mild to moderate emotional wellbeing difficulties
- Children and young people who misuse substances or who have parents that misuse substances.
- Children and young people who are homeless

**Additional Recommendation and Considerations:**

It is recommended that the new three year CYPP for 2012-15

- Includes reference to how delivery of the 5 ECM Outcomes relate to addressing the United Nations Convention on the Rights of the Child, as per UNICEF and DCSF guidance provided since the first CYPP was written
- Includes more specific reference in Part One to partners' commitment to equality and meeting the needs of Gloucestershire's diverse community, including reference to partners' adoption of equalities schemes and legal acts related to anti-discrimination

9. If you have identified a negative impact in Question 8 complete this section

Are there any other policies, services, strategies, procedures or functions that need to be assessed alongside this screening?  If Yes, please identify which groups are affected
Should the policy, service, strategy, procedure or function proceed to a full Equality Impact Assessment?  Yes/No (please delete as appropriate)
If the answer is no please give reasons for this decision
Date by which full Equality Impact Assessment is to be completed

Declaration

We are satisfied that an initial screening has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and a full Equality Impact Assessment is / is not required.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

Completed by:

Date:

Role:

Countersigned by Head of Service

Date:

Date for Review:

Please forward an electronic copy to the Equalities Team by emailing

[equalities@gloucestershire.gov.uk](mailto:equalities@gloucestershire.gov.uk)

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

# Equality Impact Assessment Form

## 1. Persons responsible for this assessment:

<b>Name:</b> Hazel Millar, Kirsty Pritchard	<b>Telephone:</b> 08454 221764, 01452 427302
<b>Service:</b> CYPP Card 1 – Healthy Lifestyle Choices	<b>E-Mail:</b> <a href="mailto:hazel.millar@glos.nhs.uk">hazel.millar@glos.nhs.uk</a> <a href="mailto:kirsty.pritchard@gloucestershire.gov.uk">kirsty.pritchard@gloucestershire.gov.uk</a>
<b>Directorate:</b> Public Health (NHSG), Children and Young People (GCC)	<b>Date of Assessment:</b> 9 August 2010

## 2. Name of the policy, service, strategy, procedure or function:

<b>Is this new or an existing one? Existing (please delete as appropriate)</b> Existing strategy with annually updated priority action cards
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## 3. Briefly describe its aims and objectives

<b>CYPP Card 1 – Healthy Lifestyle Choices</b> To improve health outcomes for children, young people and their parents/carers through advice and support for better healthy lifestyle choices relating to: <ul style="list-style-type: none"><li>- breastfeeding</li><li>- tackling obesity (National Child Measurement Programme)</li><li>- sustainable physical activity and healthy eating</li><li>- Healthy Schools + and equivalent programmes in Further education settings</li><li>- sexual health – including Chlamydia Screening Programme and teenage pregnancy</li><li>- substance misuse – alcohol and drugs</li><li>- tobacco control (including smoking cessation)</li></ul>
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## 4. Who is intended to benefit from it and in what way?

Children and young people 0-19 will benefit, through information and improved access to services, to prevent problems from emerging later on.
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## 5. What outcomes are expected?

<ul style="list-style-type: none"><li>- Children, young people and their families will be more physically active and make healthier eating choices, including more babies being breastfed.</li><li>- Children and young people will have the knowledge, skills and confidence to make healthier choices and access relevant services in support of improved sexual health.</li><li>- There will be a reduced impact for children, young people and their families of substance</li></ul>
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misuse, tobacco use and second hand smoke in homes and cars.

- Parents, carers and families experiencing poorer health outcomes will be better supported to make healthier lifestyle choices and access services.

## 6. Have you consulted on this policy, service, strategy, procedure or function?

Yes

Full consultation was carried out in 2008/09 to shape the 2009-2012 CYPP.

### Details of initial consultation (2008/09)

Children and Young People:

- The 2008 Online Pupil Survey (OPS) completed by 17,801 Secondary School Pupils
- An activity pack distributed to a focussed number of primary schools throughout the county for 5-8 year olds to complete through facilitated activities and discussions.
- Focussed discussion groups with young people aged 16-19 (up to 22 for children and young people with learning difficulties/disabilities)
- Consultation events for home educated children and young people
- 'Get Snappy!' – All children and young people aged up to 19 were invited to enter our fun photograph competition, to tell us about something they'd like to change in the County

Parents:

- Parent/carer questionnaires and group discussions through Children's Centres, and School Parent Governors, Carers Gloucestershire, The Key, Parents who educated their children at home and PATA

Listened to the views of elected members, statutory and voluntary partner agencies:

- The Partnership is committed to learning from the huge experience that frontline workers, their managers and elected members can share with each other. As a result of this we held 7 consultation events, where the key findings of the Needs Analysis and OPS were shared with partners. Professionals discussed their knowledge and their views about the Plan's vision, about Children and Young People's needs and what people are concerned about across the six Districts. These events generated a range of potential priorities, which were then considered by the CYPSP Executive Group.
- Children and young people then developed their own version of the CYPP.

*The consultation records can be found at*

<http://www.gloucestershire.gov.uk/index.cfm?articleid=19910>

Every year, a review of the Equality Impact Assessment is done for the CYPP in order to identify any gaps that still exist and to ensure that these aspects are incorporated into the refresh of the annual Priority Action Cards. The recommendations from last year's EIA have been fully considered in the Refresh of the CYPP 2010/11.

The Needs Analysis and Online Pupil Survey continue to inform Action card 1 in regards to aspects of Healthy Lifestyles and specific needs and areas of priority within Gloucestershire.

## 7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?

Demographic data and other statistical information including as detailed in the:

Annual Reports of the Joint Director of Public Health

Annual CYP Needs Assessment

Joint Strategic Needs Assessment

Gloucestershire Online Pupil Survey 2006, 2008

NICE Guidance – as relevant

Choosing Health White Paper – 2004

Information from consultations with CYP and their parents/carers

Analysis of reviews and assessments

Gloucestershire Health Inequalities Action Plan

**8. Could a particular group be affected differently in either a negative or positive way?**

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
<b>Age</b>		√		Improvement activity will target 0-19 year olds through early years, schools and post 16 settings (universal). Parents/carers will also be targeted in recognition of their parenting role, particularly with younger age groups.
<b>Disability</b>		√		Improvement activity targets and supports children and young people with disabilities through work with the county Special Schools
<b>Gender</b>		√		All health and wellbeing programmes take into account differing needs based on gender and develop improvement activity relevant to these needs. For example: sexual health programmes can be tailored to the needs of vulnerable young women through women only activities; the needs of boys and young men can be met through specific programmes in conjunction with football clubs.
<b>Race including Gypsy &amp; Traveller</b>			√	Improvement activity targets universal support for children and young people of all races including gypsy and travellers, who attend early years, schools, and post 16 settings.
<b>Religion or Belief</b>			√	Improvement activity targets universal support for children and young people of all

				religion or belief, who attend early years, schools, and post 16 settings.
<b>Sexual Orientation</b>			√	Improvement activity targets universal support for children and young people of all sexual orientation, who attend schools, and post 16 settings.
<b>Transgender</b>			√	Although this Action Card is aimed at all children and young people there is specific activities which relate to sexual orientation (including transgender). This includes the work around homophobic bullying; training for teachers (Stonewall) and is included in Personal Social Health & Economic education (PSHE) curriculum.
<b>Other groups: eg</b> Rural Isolation, Long term unemployed, Deprivation Health Inequality			√	Most improvement activity in Card 1 targets children, young people and their families experiencing poorer health outcomes, to help reduce health inequalities. This includes access to services in rural areas eg for young people accessing sexual health services.
<b>Community Cohesion</b>	<p><b>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion.</b></p> <p>You will need to consider;</p> <p><b>Is there equality between those who will and won't benefit from the proposal?</b></p> <p><b>Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships?</b></p> <p><b>Does the proposal bring groups / communities into increased contact with each other</b></p>			The improvement activities will be focused in universal and targeted settings, within the context of the wider community in which the children, young people and their families live. Activity in Early Years and Schools settings includes the wider environment eg whole school community approach where the school is seen as part of the wider community.
<b>Community Cohesion (Contd)</b>				

**9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?**

**Please indicate whether these actions will be carried forward into level 2 or level 3 business plans.**

<b>Action(s):</b>	<b>How will this action be Monitored/Evaluated</b>	<b>When will policy / service / strategy / procedure / function be reviewed?</b>	<b>Carried to Level 2?</b>	<b>Carried to Level 3?</b>
			<b>Y/N</b>	<b>Y/N</b>

			Y/N	Y/N
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**Declaration**

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

Completed by: Hazel Millar  
and Kirsty Pritchard

Date: 9 August 2010

Role: Head of Health Improvement, NHS Gloucestershire and  
Joint Team Manager, CYP Health and wellbeing Team, GCC

Countersigned by Head of Service: Shona Arora

Date:

Date for Review:

**Please forward an electronic copy to the Equalities Team by emailing**

**equalities@gloucestershire.gov.uk**

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

# Equality Impact Assessment Form

## 1. Persons responsible for this assessment:

<b>Name:</b> Jan Courtney	<b>Telephone:</b> 01452 427354
<b>Service:</b> Health and Well-being Team	<b>E-Mail:</b> <a href="mailto:Jan.Courtney@gloucestershire.gov.uk">Jan.Courtney@gloucestershire.gov.uk</a>
<b>Directorate:</b> Children and Young People	<b>Date of Assessment:</b> 19 <sup>th</sup> August 2010

## 2. Name of the policy, service, strategy, procedure or function:

### Is this new or an existing one? **New / Existing** (please delete as appropriate)

Existing. This is an assessment of Priority Action Card 2, Personal Safety for Children and Young People, of the Children and Young People's Plan 2010-2011.

The CYPP is a three year strategy (2009-2012). The Plan was formally signed off by the Full Council and Cabinet in April 2009. Part Two of the Plan, the Priority Action Cards are produced on an annual basis.

The CYPP is developed and monitored by the multi-agency Children and Young People's Strategic Partnership (CYPSP). It deliberately focuses on areas for improvement to make it more focused.

## 3. Briefly describe its aims and objectives

The CYPP is a multi-agency strategic plan aimed at helping all children and young people in Gloucestershire meet the 5 Every Child Matters Outcomes; Be Healthy, Stay Safe, Enjoy and Achieve, Make a Positive Contribution and Achieve Economic Well-Being. Gloucestershire's CYPP vision is to ensure that all our children and young people thrive and reach their full potential.

The CYPP strategic objectives are:

- To have in place consistent, high quality "universal" services that **prevent** problems from developing or getting worse
- To have in place consistent, high quality arrangements to **intervene early and in a sustained way** when "targeted" extra help is needed

The CYPP clearly states the importance of improving outcomes for **all** children and young people and reducing the gap between those who do well and those who do not

The priority outcome for Action Card 2 is that '**all children and young people feel safer at school and in their community**'. Where do we want to be in two years time?:

- Supported CYP, including the most vulnerable to feel safe and know who to talk to if they have a concern
- Reduced number of emergency hospital admissions for young children aged 0-5, caused by accidents in home and deliberate injuries
- Reduced number of CYP under 16 who are killed or seriously injured on the roads in Gloucestershire
- Achieved greater awareness amongst practitioners of the impact of Domestic Abuse on CYP and a clear understanding of the framework on how to respond effectively
- Increased engagement of parents and/or carers in the Personal Safety agenda

#### 4. Who is intended to benefit from it and in what way?

The Children and Young People's Plan is intended to benefit **all** children, young people and their families in Gloucestershire by improving life chances, maximising their potential and minimising the gap between those who do well and those most vulnerable children who generally do less well.

The planned benefits of this action card include:

- Decreased bullying and an improvement in how schools deal with it
- Reduced crime and the fear of crime. Promotion of community cohesion.
- Reduced number of children 0.5 years old attending A&E for accidental injuries
- Increased e-safety (including sexual and commercial exploitation, including cyber safety)
- Reduced number of collisions and casualties on Gloucestershire roads
- Increased awareness and coverage of professionals identifying and supporting CYP affected by Domestic Abuse
- Increased number of CYP receiving an appropriate service who have/are experiencing Domestic Abuse, reduced inappropriate Referrals
- Increased awareness of personal safety for CYP and the wider community, resulting in greater customer satisfaction

#### 5. What outcomes are expected?

The priority outcome for Action Card 2 is that **'all children and young people feel safer at school and in their community'**.

#### 6. Have you consulted on this policy, service, strategy, procedure or function?

Yes.

Full consultation was carried out in 2008/09 to shape the 2009-2012 CYPP. Specific consultation with CYPwLDD included focussed discussion groups with young people aged 16-19 where up to 22 CYPwLDD took part. Parents of 'The Key' were also consulted with. Details of this are available in the [Equality Impact Assessment on the CYPP](#).

Every year, a review of the Equality Impact Assessment is done for the CYPP in order to identify any gaps that still exist and to ensure that these aspects are incorporated into the refresh of the annual Priority Action Cards. The recommendations from last year's EIA have been fully considered in the Refresh of the CYPP 2010/11.

The issue of Personal Safety has been constantly highlighted by children and young people (CYP) through formal and informal consultation as an issue they are concerned about. The 2008 Online Pupil Survey (OPS) reported that incidents of serious bullying had increased since the 2006 survey. Children and young people reported an improvement in the way that their school deals with bullying, however this is an area for further development as well as ensuring safety online. 5.5% of pupils (2008 OPS) said that they had personally witnessed or been a victim of Domestic Abuse (DA) or violence 'most days' or 'quite often'. Therefore, increasing the awareness and understanding of Domestic Abuse is a priority. In the 2008 OPS, pupils reported feeling less safe on the roads than they did in the 2006 survey. There are Government targets in place to improve child casualty figures by 2010. We are doing well, but this needs constant monitoring. Emergency hospital admission rates for 'all injury' types and 'unintentional injury' in CYP are higher in the more deprived areas of the county. Accidents in the home are the biggest cause of death and injury to children under 5 years of age.

A multi-agency Personal Safety Forum was formed specifically in relation to this Action Card. The group met and discussed what should be included as a priority.

**7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?**

- [the Needs Analysis, September 2009](#)
- [the CYPP Equalities Impact Assessment 2010-11](#)
- [Part One of the CYPP 2009-2012](#)
- Performance of CYPP outcomes
- [Sustainable Community Strategy/ Sustainability checklist](#)
- The Online Pupil Survey and the Tell Us Survey
- Stonewall and other national guidance and research

**8. Could a particular group be affected differently in either a negative or positive way?**

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
<b>Age</b>		<b>x</b>		<p>This priority action card is aimed at improving outcomes for all children and young people.</p> <p>There are some areas which may focus on a specific age group; this is due to the type of activity, for example the increased focus on delivery of targeted traffic education to CYP from Key Stage 2 upwards. This is based on local evidence and the type of programme being offered.</p>
<b>Disability</b>			<b>x</b>	<p>This priority action card is fully inclusive and aims to improve outcomes for all children and young people</p>
<b>Gender</b>			<b>x</b>	<p>This priority action card is aimed at improving outcomes for all children and young people.</p>
<b>Race including Gypsy &amp; Traveller</b>			<b>x</b>	<p>This priority action card is fully inclusive and aims to improve outcomes for all children and young people</p> <p>There are discussion around the Online Pupil Survey being rolled out to Looked After Children and children and young people who are educated at home. This includes Gypsy and Traveller children and young people.</p>
<b>Religion or Belief</b>			<b>x</b>	<p>This priority action card is fully inclusive and aims to improve outcomes for all children and young people</p>
<b>Sexual Orientation</b>		<b>x</b>		<p>Although this Action Card is aimed at all children and young people there is specific activities which relate to sexual orientation. This includes the work around homophobic bullying; training for teachers (Stonewall) and is included in PSHE</p>

				curriculum.
<b>Transgender</b>		<b>x</b>		Although this Action Card is aimed at all children and young people there is specific activities which relate to sexual orientation (including transgender). This includes the work around homophobic bullying; training for teachers (Stonewall) and is included in Personal Social Health & Economic education (PSHE) curriculum.
<b>Other groups: eg</b> Rural Isolation, Long term unemployed, Deprivation Health Inequality		<b>x</b>	<b>x</b>	The actions within this Action Card are predominantly rolled out countywide, including areas of rural isolation.  There is an improvement activity and measure which aims to decrease the number of 0-5 year olds who attend A&E for an accidental injury (through increased education on prevention).
<b>Community Cohesion</b>	<b>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion.</b> You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into increased contact with each other			The improvement activities will be focused in universal settings, within the context of the wider community within which the families live.  The Action Card contributes to Community Cohesion in a number ways: <ul style="list-style-type: none"> <li>• Anti bullying</li> <li>• E Safety</li> <li>• Domestic Abuse</li> <li>• Reduced crime and the fear of crime through the Rights Respecting School Award and the Safer Schools Partnerships model</li> <li>• Traffic education</li> </ul>
<b>Community Cohesion (Contd)</b>				

**9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?**

**Please indicate whether these actions will be carried forward into level 2 or level 3 business plans.**

<b>Action(s):</b>	<b>How will this action be Monitored/Evaluated</b>	<b>When will policy / service / strategy / procedure / function be reviewed?</b>	<b>Carried to Level 2?</b>	<b>Carried to Level 3?</b>
Jan Courtney and Kirsty Pritchard to review Activities in Action Card 1 and 2	Through the review of Action Card 2	By the end of September	<b>Y</b>	<b>N</b>
			<b>Y/N</b>	<b>Y/N</b>

## Declaration

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

Completed by: Jan Courtney

Date: 20<sup>th</sup> August 2010

Role: Outcome Lead of Action Card 2, Personal Safety and Secondary PSHE & Citizen Consultant

Countersigned by Head of Service

Date:

Date for Review:

**Please forward an electronic copy to the Equalities Team by emailing [equalities@gloucestershire.gov.uk](mailto:equalities@gloucestershire.gov.uk). The original signed hard copy and electronic copy should be kept with your team for audit purposes.**

# Equality Impact Assessment Form

## 1. Persons responsible for this assessment:

<b>Name: Peter Holmes</b>	<b>Telephone: 01452 426447</b>
<b>Service: Commissioning &amp; Partnerships (14-19 Team)</b>	<b>E-Mail: <a href="mailto:peter.holmes@gloucestershire.gov.uk">peter.holmes@gloucestershire.gov.uk</a></b>
<b>Directorate: CYPD</b>	<b>Date of Assessment: August 2010</b>

## 2. Name of the policy, service, strategy, procedure or function:

<p><b>Is this new or an existing one? New</b></p> <p><b>This is an assessment of Action Card Three of the Gloucestershire's Children and Young People's Plan (CYPP)</b></p> <p>The CYPP is a three year strategy (2009-2012). The Plan was formally signed off by the Full Council and Cabinet in April 2009. Part Two of the Plan - the Priority Action Cards- is produced on an annual basis. Every year, a review of the Equality Impact Assessment is done for the CYPP in order to identify any gaps that still exist and to ensure that these aspects are incorporated into the refresh of the annual Priority Action Cards. This document represents an overview of Action Card Three – Ready for Employment and Adult Life. This assessment will inform the overall EIA for the CYPP 2011/12.</p> <p>The CYPP is developed and monitored by the multi-agency Children and Young People's Strategic Partnership (CYPSP). It deliberately focuses on areas for improvement to make it shorter and more focused – detailed business planning within the Children and Young People's Directorate (CYPD) and other partners will underpin the Plan and ensure attention is paid to all service areas. Where relevant therefore, this Impact Assessment refers to work being done by partners which underpins the priorities, performance indicators and milestones in the overarching CYPP and the Action Card.</p>
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## 3. Briefly describe its aims and objectives

<p>The CYPP is a multi-agency strategic plan aimed at helping all children and young people in Gloucestershire meet the 5 Every Child Matters Outcomes; Be Healthy, Stay Safe, Enjoy and Achieve, Make a Positive Contribution and Achieve Economic Well-Being. Gloucestershire's CYPP vision is to ensure that all our children and young people thrive and reach their full potential.</p> <p>The CYPP strategic objectives are:</p> <ul style="list-style-type: none"><li>• To have in place consistent, high quality "universal" services that <b>prevent</b> problems from developing or getting worse</li><li>• To have in place consistent, high quality arrangements to <b>intervene early and in a sustained way</b> when "targeted" extra help is needed</li></ul> <p>The CYPP clearly states the importance of improving outcomes for <b>all</b> children and young people and reducing the gap between those who do well and those who do not.</p> <p>Card Three has as its priority outcome the need to increase the number of children and young people staying in education, employment or training until 19. At a time of economic uncertainty and rising unemployment, young people may be disproportionately affected and the need to be prepared for adult working life is a fundamental requirement of their education and training.</p>
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#### 4. Who is intended to benefit from it and in what way?

The CYPP is intended to benefit **all** children, young people and their families in Gloucestershire by improving life chances, maximising their potential and minimising the gap between those who do well and those more vulnerable children who generally do less well. The Action Card focuses on young people aged 14-19 but applies to young people with learning difficulties and/or disabilities up to the age of 25.

#### 5. What outcomes are expected?

**In two years time we want to:**

- Reduce the number of young people not in education training or employment, increase the number of young people progressing from year 12 to 13 and more young people accessing high quality information advice and guidance in all settings
- Whilst maintaining high levels of attainment for most, narrow the gap between attainment, outcomes and progression of the most vulnerable young people (including young people with learning difficulties and/or disabilities) in relation to their peers
- Widen opportunities for educational progression (through the development of appropriate curriculum pathways)

#### 6. Have you consulted on this policy, service, strategy, procedure or function?

Yes

Full consultation was completed at the start of the Action Plan. For the purposes of the annual refresh, consultation has been undertaken through the existing partnership members and Action Card Leads and Sponsors.

#### 7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?

Evidence for this Impact Assessment includes reference to:

- the Online Pupil Survey Spring 2009
- the Post 16 Needs Analysis September 2010
- the CYPP Equalities Impact Assessment 2009-10
- Part One of the CYPP 2009-2012
- GOSW Progress Check, April 2010
- Recent performance of CYPP outcomes

#### 8. Could a particular group be affected differently in either a negative or positive way?

Our assessment shows that no group will be affected in a negative way due to the nature of the plan. The outcomes, actions and tasks are fully inclusive and aim to improve outcomes for **all** children and young people whatever their age, ability, gender, race (including gypsy and traveller), religion, belief or sexual orientation. In commissioning services we will follow best practice as set out in the Commissioning Toolkit Standards Framework, especially with regard to the equalities duties we expect of our providers. There is an expectation in the contracting that they will provide evidence of the impact of positive activities for all young people.

	Negative	Positive	Neutral	Evidence
<b>Age</b>		√		This card covers young people aged 14-19. This includes services provided beyond 19 and up to 25 to young people with limiting long-term conditions, disabilities & care leavers.
<b>Disability</b>		√		The needs of Children and Young People with Learning Difficulties and/or Disabilities (CYPwLDD) are listed as a priority area and strongly reflected throughout Part 1 of the Plan.  CYPwLDD are disproportionately over-represented in the Not in Education, Employment or Training (NEET) group and special attention is paid to meeting their needs and ensuring positive outcomes.
<b>Gender</b>		√		The Plan and this Action Card are fully inclusive and aim to improve outcomes for all children and young people in Gloucestershire. Special provision is made for young mothers to ensure they can continue in education and training as they can be vulnerable to becoming NEET.
<b>Race including Gypsy &amp; Traveller</b>		√		Analysis of NEET shows that young people of mixed race and from the gypsy & traveller community are over represented. Connexions Advisers are trained to support these communities and help them access education, training and employment.
<b>Religion or Belief</b>		√		The positive outcomes that the Plan aims to support relate to all children and young people (CYP), as such actions within the Plan and this Action Card will not have a negative impact on CYP with differing religions or beliefs.  Gloucestershire has a multi faith population covering a wide range of different religions and beliefs. By having no specific Performance Indicators (PIs) and tasks relating to spirituality or religion, mentioned in the 10/11 Priority Action Cards, we ensure that no group is excluded.
<b>Sexual Orientation including Transgender</b>		√		All actions and tasks are aimed at improving outcomes for all children and young people regardless of sexual orientation.
<b>Other groups:</b> Rural Isolation,		√		Rural transport issues will be monitored during 2010/11, for example assisting young people who find difficulty accessing education and training.
<b>Community Cohesion</b>	<b>Describe how the proposed activity, policy, strategy, service, procedure or function</b>			The CYPP outcomes are aimed at ensuring that the Community Cohesion Strategy is supported within Gloucestershire. Gloucestershire's

	<p><b>will contribute to Community Cohesion.</b>  <b>You will need to consider;</b>  <b>Is there equality between those who will and won't benefit from the proposal?</b>  <b>Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships?</b>  <b>Does the proposal bring groups / communities into increased contact with each other</b></p>	<p>strategy contains 5 key objectives for Community Cohesion work. Below is a summary as to how this Action Card is responding to these.</p> <p><b>Having a local approach:</b>  The Action Card priorities are based upon the OPS, the Needs Analysis and consultation in each District. It aims to respond to the differing needs within Gloucestershire.</p> <p><b>Preventing the problems of tomorrow:</b>  This is addressed in Priority Outcome Three of this Card.</p> <p><b>Strengthening local communities:</b>  There is a specific outcome (2.2) aimed at narrowing the gap between attainment, outcomes and progression of the most vulnerable young people whether caused by geography, social factors, economic factors, race, religion or disability, and their peers.</p> <p><b>Building positive relationships:</b>  The 14-19 providers and stakeholders work together through the Gloucestershire 14-19 Strategic Partnership and its sub groups to deliver the outcomes of the Card.</p> <p><b>Develop the council's capacity:</b>  Not directly addressed through this Action Card.</p>
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**9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?**

Not applicable.

**Declaration**

**We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.**

**We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment**

**Completed by:** Peter Holmes

**Date:** 24.08.10

**Role:** Head of 14-19 Commissioning and Outcome Lead for Action Card 3, Ready for Employment and Adult Life

**Countersigned by Head of Service**

**Date:**

**Date for Review:**

**Please forward an electronic copy to the Equalities Team by emailing**  
**equalities@gloucestershire.gov.uk**

**The original signed hard copy and electronic copy should be kept with your team for audit purposes.**

# Equality Impact Assessment Form

## 1. Persons responsible for this assessment:

<b>Name:</b> David Brown	<b>Telephone:</b> 01452 427001
<b>Service:</b> Child Poverty Lead for the CYPP Action Card	<b>E-Mail:</b> david.brown@gloucestershire.gov.uk
<b>Directorate:</b> CYPD	<b>Date of Assessment:</b> 10/09/10

## 2. Name of the policy, service, strategy, procedure or function:

<b>Is this new or an existing one?</b> Existing - Child Poverty Strategy/CYPP Action Card
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## 3. Briefly describe its aims and objectives

Priority outcome: Child Poverty is reduced  Reducing the impact of poverty on CYP and their families by raising aspirations and improving opportunities (life chances) and outcomes.
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## 4. Who is intended to benefit from it and in what way?

Economically disadvantaged CYP and their families will benefit through targeted support to enable them to: return to, or find, work (maximising parental income); increase their qualifications; receive information about and access benefits for which they are eligible; take part in a wide range of leisure and out-of-school activities; and avoid homelessness.
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## 5. What outcomes are expected?

<b>Where do we want to be in two years' time?</b> <ul style="list-style-type: none"><li>• Identified and supported those in poverty and those at risk of falling into poverty in order to raise aspiration and improve opportunities for the most vulnerable families</li><li>• Ensured better integration of welfare, housing, and advocacy services with wider employment and skills support</li><li>• Evidenced the impact of our anti-poverty measures in reducing inequalities in outcomes for CYP across the 5 Every Child Matters outcomes</li></ul>
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## 6. Have you consulted on this policy, service, strategy, procedure or function?

Yes
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Consultation with partners was undertaken at the start of the Strategy (Feb 2009) and continued through the multi-agency working group. The Strategy was taken to GCC Scrutiny Committee in September 2009 for comment. For the annual refresh of the Child Poverty Action Card, consultation has been undertaken through working group members and Action Card Leads and Sponsors.

**7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?**

- CYPP Needs Analysis 2008 and 2009
- Part One of the CYPP 2009-2012
- Consultations (see section 6 above)
- CYPP quarterly performance monitoring

**8. Could a particular group be affected differently in either a negative or positive way?**

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
<b>Age</b>		√		The Strategy and Action Card are designed to have positive effects on children and young people from birth to 19, and up to 24 years in some cases, and on their parents/carers of any age.
<b>Disability</b>		√		The Strategy notes that families that have parents or children with disabilities are also more likely to have low incomes, and includes initiatives that have a positive impact, such as short breaks for disabled children and their families.
<b>Gender</b>			√	The Strategy and Action Card aim to improve outcomes for children and young people and their parents/carers regardless of gender.
<b>Race including Gypsy &amp; Traveller</b>		√		The Strategy notes that there are equality issues to be addressed in that particular ethnic groups are more likely to experience poverty than others
<b>Religion or Belief</b>			√	There is nothing in the Strategy or Action Card that discriminates negatively or positively on the basis of religion or belief
<b>Sexual Orientation</b>			√	There is nothing in the Strategy or Action Card that discriminates negatively or positively on the basis of sexual orientation
<b>Transgender</b>			√	There is nothing in the Strategy or Action Card that discriminates negatively or positively on the basis of transgender
<b>Other groups: eg Rural Isolation, Long term</b>		√		The Strategy and Action Plan both aim to reduce child poverty and its negative impact on children and their families through eg supporting

unemployed, Deprivation Health Inequality				unemployed parents/carers to return to work, reducing the cycle of intergenerational worklessness, increasing incomes, ensuring appropriate benefits take up (including free school meals and increasing the number of young people who have their housing needs met
<p><b>Community Cohesion</b></p> <p><b>Community Cohesion (Contd)</b></p>	<p><b>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion.</b>  <b>You will need to consider;</b>  <b>Is there equality between those who will and won't benefit from the proposal?</b>  <b>Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships?</b>  <b>Does the proposal bring groups / communities into increased contact with each other</b></p>			<p>The CYPP outcomes are aimed at ensuring that the Community Cohesion Strategy is supported within Gloucestershire. Gloucestershire's strategy contains 5 key objectives for community cohesion work. Below is a summary as to how this Action Card is responding to these.</p> <p><b>Having a local approach:</b>  The Strategy and Action Card priorities are based upon consultation, the needs analysis and the identification and targeting of areas of deprivation within the different districts.</p> <p><b>Preventing the problems of tomorrow:</b>  One of the key problems will be the continuing negative impact of the current recession and funding cuts on families living in poverty or in danger of slipping into poverty. The likely impact of this problem and ways of responding to it are currently being identified by a task and finish group from the main child poverty working group. This will report back to the main group in November for decision on appropriate actions to be taken.</p> <p><b>Strengthening local communities:</b>  The programme of partnership support for unemployed parents (identified in the Action Card) utilises eg Job Hubs and community roadshows and should contribute to strengthening local communities.</p> <p><b>Building positive relationships:</b>  The Strategy and Action Card are both about developing positive relationships between partners and with families and local communities</p> <p><b>Develop the council's capacity:</b>  The appointment of a GCC Child Poverty Champion and the development of effective partnership working will contribute to developing the council's capacity to respond to child poverty</p>

9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please indicate whether these actions will be carried forward into level 2 or level 3 business plans.

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2?	Carried to Level 3?
			Y/N	Y/N

**Declaration**

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

**Completed by:** David Brown

**Date:** 10/09/10

**Role:** Project Officer and Child Poverty Lead for the CYPP Action Card

**Countersigned by Head of Service**

**Date:**

**Date for Review:**

**Please forward an electronic copy to the Equalities Team by emailing**

**equalities@gloucestershire.gov.uk**

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

# Equality Impact Assessment Form



**Equalities Team  
Updated July 09**

# Equality Impact Assessment Form

## 1. Persons responsible for this assessment:

<b>Name:</b> Simon Bilous	<b>Telephone:</b> 01452 427676
<b>Service:</b> Improved Emotional Health and Wellbeing (EHWB) for Children and Young People	<b>E-Mail:</b> simon.bilous@gloucestershire.gov.uk
<b>Directorate:</b> Children and Young People	<b>Date of Assessment:</b> July 2010

## 2. Name of the policy, service, strategy, procedure or function:

Children and Young people's Plan 2009-12, Action Card 5 - Improved Emotional Health and Wellbeing (EHWB) for Children and Young People
<b>Is this new or an existing one?</b> Existing but each Action Card is updated annually.

## 3. Briefly describe its aims and objectives

<p>The objective is to ensure that children and young people with emotional wellbeing difficulties, and their families, get help and support more quickly.</p> <p>Whilst waiting times and access to specialist Child and Adolescent Mental Health Services (CAMHS) have improved, we want to maintain this and also ensure that access and earlier intervention for 'priority groups' are improved.</p> <p>Prevention is a central focus of work undertaken in universal settings including schools. The National CAMHS Review reiterates the message that CYP's emotional wellbeing is 'Everybody's Business' and this is dependent on increasing the level of skill and awareness of the universal workforce in CYP settings. Emotional health and well-being needs are identified earlier through partners' use of the Common Assessment Framework (CAF). This also supports timely access to therapeutic services which further contribute to improving the mental health and psychological wellbeing of children, young people and families with higher levels of need.</p>
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## 4. Who is intended to benefit from it and in what way?

This will benefit all children and young people with emotional wellbeing difficulties, and their families, who will get help and support more quickly.
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## 5. What outcomes are expected?

<ul style="list-style-type: none"><li>• Better support in place for all Children and Young People (CYP) with emotional health and wellbeing issues in universal settings</li><li>• Increased access to timely support for 'priority groups' of CYP who are at risk of, or are experiencing, mild to moderate emotional wellbeing difficulties</li><li>• Increased number of staff in CYP settings are able to identify and support CYP with EHWB difficulties, work with families and easily access child mental health services</li><li>• Parents and carers have support for their own mental health needs, and services respond in a</li></ul>
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'family-centred' way

- Parents are able to gain early access to targeted support, including when they experience particular difficulties, e.g. attachment and emotional/behavioural
- A re-designed EHWP service, including specialist CAMHS, which will require the provider to deliver services closer to home within the community setting to meet the needs of all CYP, but especially those from vulnerable groups (BME communities, children in care, CYP who have offended or are at risk of offending, CYP with disabilities) improving access and outcomes.
- Reduced waiting times to specialist (level 3) CAMHS

**6. Have you consulted on this policy, service, strategy, procedure or function?**

**Yes**

**Details of consultation** This Action Card is based on the Emotional health and Wellbeing Strategy which was widely consulted on. Also, the theme of early prevention in the Children and Young People's Plan was consulted on.

**7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?**

Local - Needs Analysis 2009, Healthy Gloucestershire 2008-2018, Gloucestershire Local Area Agreement 2009, Annual Performance Assessment 2008, Strategy for Tackling Obesity 2007-2017, Gloucestershire Emotional health and Wellbeing Strategy 2007/8, Online Pupil Survey 2008, Survey 2008: Development & Emotional Wellbeing of Children & Young People

National - DCSF Think Family, National CAMHS Review, Children Act 2004, CAMHS Public Service Agreement proxy targets, SEAL initiative, DCSF Targeted Mental Health in Schools Pathfinder, National Indicator Set

**8. Could a particular group be affected differently in either a negative or positive way?**

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
<b>Age</b>			√	The action card aims to improve access to services and provide better support for all children and young people, aged 0 to 18 years, with emotional health and wellbeing difficulties.
<b>Disability</b>		√		Research shows that CYP with disabilities, including learning disabilities, have emotional health and wellbeing needs which are significantly higher than the average for all CYP. CYP with a learning disability are prevalent amongst young offenders. The Action card aims to improve outcomes for this group of CYP by providing earlier intervention for those young people likely to offend. Children and young people with a learning disability have full access to CAMHS services.
<b>Gender</b>			√	The action card aims to improve access to services and provide better support for all children and young people with emotional health and wellbeing difficulties,

				irrespective of gender.
<b>Race including Gypsy &amp; Traveller</b>		√		Research shows that CYP from BME and gypsy/travelling communities, have emotional health and wellbeing needs which are significantly higher than the average for all CYP. Currently, the CAMHS service has a community development worker who liaises with ethnic minorities and aims to improve access and knowledge re emotional wellbeing issues. The Action card aims to improve outcomes for this group of CYP. Additionally, the specification for the re-designed EHWP service will ensure staff are 'culturally competent' in recognising the differing needs of diverse ethnic backgrounds, helping to improve outcomes.
<b>Religion or Belief</b>			√	The action card aims to improve access to services and provide better support for all children and young people with emotional health and wellbeing difficulties, irrespective of religion or belief.
<b>Sexual Orientation</b>			√	The action card aims to improve access to services and provide better support for all children and young people with emotional health and wellbeing difficulties, irrespective of sexual orientation.
<b>Transgender</b>			√	The action card aims to improve access to services and provide better support for all children and young people with emotional health and wellbeing difficulties, irrespective of transgender.
<b>Other groups: eg Rural Isolation, Long term unemployed, Deprivation Health Inequality</b>		√		Pockets of deprivation, child poverty and health inequalities exist in Gloucestershire and they contribute to greater EHWP needs and poor EHWP outcomes. Improving outcomes of vulnerable groups (including children in care and CYP who have offended or at risk of offending) will be prioritised through targeted early intervention activity. Services being delivered closer to home within the community will improve access and uptake of services. Better support in universal settings and increased staff in CYP settings able to identify EHWP needs, work with families and access services will improve outcomes for these vulnerable groups.
<b>Community Cohesion</b>	<p><b>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion.</b></p> <p><b>You will need to consider;</b></p> <p><b>Is there equality between those who will and won't benefit from the proposal?</b></p> <p><b>Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships?</b></p> <p><b>Does the proposal bring groups / communities into increased contact with each other</b></p>			The action card aims to improve earlier intervention for children and young people with emotional and mental health needs and this will support cohesion in for example, schools.

9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact? N/A

Please indicate whether these actions will be carried forward into level 2 or level 3 business plans.

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2?	Carried to Level 3?
			Y/N	Y/N
			Y/N	Y/N
			Y/N	Y/N

**Declaration**

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

Completed by: Helen Ford

Date: 8/10/10

Role: Performance improvement and development Manager, NHSG

Countersigned by Head of Service

Simon Bilous

Date: 9/10/10

Date for Review:

**Please forward an electronic copy to the Equalities Team by emailing**

**equalities@gloucestershire.gov.uk**

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

# Equality Impact Assessment Form

## 1. Persons responsible for this assessment:

<b>Name:</b> JANE LLOYD DAVIES	<b>Telephone:</b> 01452 427314
<b>Service:</b> IMPROVEMENT	<b>E-Mail:</b> jane.lloyd-davies@gloucestershire.gov.uk
<b>Directorate:</b> LEARNING & DEVELOPMENT, CYPD	<b>Date of Assessment:</b> September 2010

## 2. Name of the policy, service, strategy, procedure or function:

<b>Is this new or an existing one?</b> Existing <b>Action Card 6 of the Children and Young People's Plan</b>
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## 3. Briefly describe its aims and objectives

<b>Action Card 6 : Improved Educational Achievement for Vulnerable Children and Young People</b> This is about taking steps to improve and raise the educational attainment of vulnerable or disadvantaged children and young people and underachieving groups, to give them a better chance of achieving as well as their peers and improving their future opportunities for success. This includes not only focusing on individual needs, but also improving and raising standards in all schools and settings. The focus will be on the children and young people for whom the attainment gap is currently particularly wide. These include: Children in Care; Black and Minority Ethnic Groups (BME); those eligible for Free School Meals; children and young people with Special Educational Needs; pupils with Behavioural, Emotional and Social Needs (BESN); those at risk of exclusion and persistent absentees.
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## 4. Who is intended to benefit from it and in what way?

The focus will be on the children and young people for whom the attainment gap is currently particularly wide. These include: Children in Care; Black and Minority Ethnic Groups (BME); those eligible for Free School Meals; children and young people with Special Educational Needs; pupils with Behavioural, Emotional and Social Needs (BESN); those at risk of exclusion and persistent absentees.
--

## 5. What outcomes are expected?

<b>In two years time we want to have:</b> <ul style="list-style-type: none"><li>• Narrowed the gaps between vulnerable groups of pupils (gender, Black and Minority Ethnic Groups [BME], Free School Meals, Children in Care (CiC), Special Educational Needs (SEN) and their peers, and increased the educational achievement of vulnerable groups at all Key Stages.</li><li>• Strengthened partnerships between Special and Mainstream schools and Pupil Referral Units (PRUs) and Alternative Providers (AEPs) to improve opportunities for all.</li><li>• Implemented the recommendations of the Sir Alan Steer review of Behaviour, Emotional and</li></ul>
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#### Social Needs (BESN).

- Reduced exclusions and persistent absence (PA) for all children and young people, including BME and SEN.
- Closed the gap between the lowest attaining schools and the rest by reducing the number of schools below the floor target.
- Improved quality of provision in early years settings leading to no OFSTED judgments of 'inadequate' and fewer judgments of 'satisfactory'.
- Embraced new technology to bridge the digital divide between disadvantaged pupils and their peers.
- No secondary schools categorised in the National Challenge Programme and no primary schools categorised in the World Class Primaries Programme (or equivalent) .

### 6. Have you consulted on this policy, service, strategy, procedure or function?

No – this card is a refresh of the existing and ongoing priority directly related to raising standards and achievement for children and young people across the county and in all settings and ensuring that all pupils reach their potential.

Full consultation was carried out in 2008/09 to shape the initial priority cards for the 2009-2012 CYPP.

#### *Details of initial consultation (2008/09)*

##### Children and Young People:

- The 2008 Online Pupil Survey (OPS) completed by 17,801 Secondary School Pupils
- An activity pack distributed to a focussed number of primary schools throughout the county for 5-8 year olds to complete through facilitated activities and discussions.
- Focussed discussion groups with young people aged 16-19 (up to 22 for children and young people with learning difficulties/disabilities)
- Consultation events for home educated children and young people
- 'Get Snappy!' – All children and young people aged up to 19 were invited to enter our fun photograph competition, to tell us about something they'd like to change in the County

##### Parents:

- Parent/carer questionnaires and group discussions through Children's Centres, and School Parent Governors, Carers Gloucestershire, The Key, Parents who educated their children at home and PATA

##### Listened to the views of elected members, statutory and voluntary partner agencies:

- The Partnership is committed to learning from the huge experience that frontline workers, their managers and elected members can share with each other. As a result of this we held 7 consultation events, where the key findings of the Needs Analysis and OPS were shared with partners. Professionals discussed their knowledge and their views about the Plan's vision, about Children and Young People's needs and what people are concerned about across the six Districts. These events generated a range of potential priorities, which were then considered by the CYPSP Executive Group.
- Children and young people then developed their own version of the CYPP.

*The consultation records can be found at*

<http://www.gloucestershire.gov.uk/index.cfm?articleid=19910>

**7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?**

Evidence for this impact assessment includes reference to:

- National statistics related to attainment, achievement and progress
- The performance of statistical neighbours
- National guidance (e.g. National Strategies, DfE)
- Policies related to children in poverty

**8. Could a particular group be affected differently in either a negative or positive way?**

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
<b>Age</b>		√		Action Card 6 covers children and young people from 0 – 19
<b>Disability</b>		√		The needs of children and young people with Learning Difficulties and/or Disabilities are included in the Action Card.
<b>Gender</b>		√		This Action Card is fully inclusive and aims to improve outcomes for all children and young people in Gloucestershire. Data relating to differences in performance of boys and girls underpins specific actions within the card.
<b>Race including Gypsy &amp; Traveller</b>		√		Action Card 6 reflects fully the activities necessary to the improved performance of, and Narrowing the Gaps for, all ethnic minority groups.
<b>Religion or Belief</b>			√	The positive outcomes that the Action Card aims to support relate to all children and young people. As such, actions within the Action Card will not have a negative impact on children and young people with differing religions or faiths.
<b>Sexual Orientation</b>			√	All actions and tasks are aimed at improving outcomes for all children and young people regardless of sexual orientation.
<b>Transgender</b>			√	As above
<b>Other groups: eg Rural Isolation, Long term unemployed,</b>		√		The work in Action Card 6 complements Action Card 3 which includes specific activity regarding these groups.

Deprivation Health Inequality				
<b>Community Cohesion</b>	<p>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into increased contact with each other</p>			<p>The CYPP outcomes are aimed at ensuring that the Community Cohesion strategy is supported within Gloucestershire. Gloucestershire's strategy contains 5 key objectives for Community Cohesion work. Below is a summary as to how this Action Card is responding to these.</p> <p><b>Having a local approach:</b> The Action Card priorities are based upon the Needs Analysis. It aims to respond to the differing needs within Gloucestershire.</p> <p><b>Preventing the problems of tomorrow:</b> This is addressed in this Card.</p> <p><b>Strengthening local communities:</b> There are specific outcomes aimed at narrowing the gap between attainment, outcomes and progression of the most vulnerable young people whether caused by geography, social factors, economic factors, race, religion or disability, and their peers.</p> <p><b>Building positive relationships:</b> A range of partners deliver the outcomes of the Card, including school and community leaders.</p> <p><b>Develop the council's capacity:</b> Not directly addressed through this Action Card.</p>
<b>Community Cohesion (Contd)</b>				

9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact? N/A

Please indicate whether these actions will be carried forward into level 2 or level 3 business plans. N/A

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2?	Carried to Level 3?
			Y/N	Y/N

## Declaration

**We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.**

**We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment**

**Completed by: Jane Lloyd Davies**

**Date: 10/09/10**

**Role: Acting Head of Improvement**

**Countersigned by Head of Service**

**Date:**

**Date for Review:**

**Please forward an electronic copy to the Equalities Team by emailing**

**equalities@gloucestershire.gov.uk**

**The original signed hard copy and electronic copy should be kept with your team for audit purposes.**

# Equality Impact Assessment Form

## 1. Persons responsible for this assessment:

<b>Name:</b> Ruth Sinfield	<b>Telephone:</b> 01452 425310
<b>Service:</b> Children's Social Care	<b>E-Mail:</b> ruth.sinfield@gloucestershire.gov.uk
<b>Directorate:</b> Children and Young People's Directorate	<b>Date of Assessment:</b> 10 <sup>th</sup> September 2010

## 2. Name of the policy, service, strategy, procedure or function:

<b>Is this new or an existing one? New / Existing (please delete as appropriate)</b> <b>This is the first time an Equality Impact Assessment has been completed on this card</b>
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## 3. Briefly describe its aims and objectives

<b>Improve the safety of children and young people through effective joint working by:</b> <ul style="list-style-type: none"><li>• Keeping children safe through clear and consistent thresholds of access to support, timely assessments of risk, high quality decision making and safe practice</li><li>• Improving coordination of response to Domestic Abuse</li><li>• Increasing ownership of safeguarding responsibilities of all agencies</li><li>• Introducing an active audit programme in key agencies</li><li>• Improving sharing of information</li></ul>
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## 4. Who is intended to benefit from it and in what way?

<b>Vulnerable children and young people who are at risk from abuse and neglect</b>
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## 5. What outcomes are expected?

<b>Children and Young People are kept safe through quality of practice and consistent thresholds</b> <b>Children are safer from risks or effects of witnessing domestic abuse</b> <b>This will be measured by:</b> <ul style="list-style-type: none"><li>• 100% of Serious Care Reviews receive an adequate rating</li><li>• No child deaths as a result of abuse or neglect as assessed through SCRs</li><li>• 90% of initial child protection conferences are held within 15 working days of the initiation of S47 enquiries</li><li>• 35 per 10,000 children and young people are subject to a child protection plan</li><li>• reducing the number of repeat incidents of domestic abuse to 28%</li><li>• 70% of initial assessments for children's social care are carried out within 7 working days (from 50.4%)</li><li>• A target of 6% of child protection plans lasting 2 years or more (from 6.1%)</li></ul>
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- A target of 12.5 % of children becoming the subject of a child protection plan for a second or subsequent time (from 12.8%)
- 99% of child protection cases reviewed within required timescales (from 95.2%)

**6. Have you consulted on this policy, service, strategy, procedure or function?**

Yes

Further discussion with senior managers within children's operational services

**7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?**

- Results and Action Plans from previous inspections and mock inspections
- Data
- Audits – both multi-agency and single organisational audits

**8. Could a particular group be affected differently in either a negative or positive way?**

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
Age			X	The action card aims to improve access to services and provide better support for all children and young people, aged 0-18 years who are at risk from abuse or neglect
Disability	X			Children and young people with disabilities may be more at risk from significant harm because of the added pressures to the family. This Action Card aims to protect children with disabilities in the same way as all other children. They have access to the full range of agencies with support from social workers who specialise in disabilities but may not be trained or skilled in child protection
Gender			X	All services are offered irrespective of gender
Race including Gypsy & Traveller	X			The action card aims to improve access to services and provide better support for children who are from a different ethnic background. Their needs should be identified through good quality

				assessments. Further analysis will be undertaken to ensure such children on child protection plans are not disproportionately represented
<b>Religion or Belief</b>			x	The action card aims to improve access to services and provide better support for children with different religious beliefs. Their needs will be identified through good quality assessments.
<b>Sexual Orientation</b>			x	The action card aims to improve access to services and provide better support for children at risk of abuse and support irrespective of their sexual orientation. Their needs will be identified through good quality assessments
<b>Transgender</b>			x	The action card aims to improve access to services and provide better support for children at risk of abuse or neglect irrespective of transgender. Their needs will be identified through good quality assessments
<b>Other groups: eg</b> Rural Isolation, Long term unemployed, Deprivation Health Inequality		x		Pockets of deprivation are indicators for higher numbers of children who may be subject to abuse or neglect and this continues to play a factor in poor outcomes for children. The child protection service has been restructured following an analysis of demand. This resulted in going from 1 Access team to 4 Referral and Assessment teams based in some localities with enhanced numbers of practitioners. Children and Families teams were already located within localities. This allows easier access from communities to services.
<b>Community Cohesion</b>  <b>Community Cohesion (Contd)</b>	Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion. You will need to consider; Is there equality between those who will and won't benefit from the proposal? Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships? Does the proposal bring groups / communities into increased contact with each other			The action card aims to improve early intervention and a targeted approach to those children and young people most at risk of significant harm by encouraging a multi-agency approach within child protection procedures.  Locality working should support different agencies working more effectively together across the spectrum of need and ability to utilise the skills within social care to support acute and complex need.

9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please indicate whether these actions will be carried forward into level 2 or level 3 business plans.

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2?	Carried to Level 3?
To review the structure for services to disabled children who are identified to be at risk	As part of the Locality strategy.	Immediately	Y/	Y/
Analyse the cohort of children subject to child protection plans by race, including gypsy and traveller	By reporting to Senior Management team	January 2010	Y/	YN

### Declaration

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

Completed by: Ruth Sinfield  
Role: Head of Children’s Social Care

Date: 16<sup>th</sup> September 2010

Countersigned by: Moira Swann – Joint Director of Operational Services  
Date: 16.09.2010  
Date for Review:

**Please forward an electronic copy to the Equalities Team by emailing**

**equalities@gloucestershire.gov.uk**

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

# Equality Impact Assessment Form

## 1. Persons responsible for this assessment:

<b>Name: Alison Cathles</b>	<b>Telephone: 01452 427143</b>
<b>Service: Commissioning and Partnerships, Commissioning Project Manager</b>	<b>E-Mail: Alison.Cathles@gloucestershire.gov.uk</b>
<b>Directorate: Children and Young People's Directorate</b>	<b>Date of Assessment: 4<sup>th</sup> August 2010</b>

## 2. Name of the policy, service, strategy, procedure or function:

<p><b>Is this new or an existing one?</b></p> <p>Existing. This is an assessment of Priority Action Card 8, Positive outcomes for Children and Young People with Learning Difficulties and/ or Disabilities, of the Children and Young People's Plan 2010-2011.</p> <p>The CYPP is a three year strategy (2009-2012). The Plan was formally signed off by the Full Council and Cabinet in April 2009. Part Two of the Plan, the Priority Action Cards are produced on an annual basis.</p> <p>The CYPP is developed and monitored by the multi-agency Children and Young People's Strategic Partnership (CYPSP). It deliberately focuses on areas for improvement to make it shorter and more focused.</p>
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## 3. Briefly describe its aims and objectives

<p>The CYPP is a multi-agency strategic plan aimed at helping all children and young people in Gloucestershire meet the 5 Every Child Matters Outcomes; Be Healthy, Stay Safe, Enjoy and Achieve, Make a Positive Contribution and Achieve Economic Well-Being. Gloucestershire's CYPP vision is to ensure that all our children and young people thrive and reach their full potential.</p> <p>The CYPP strategic objectives are:</p> <ul style="list-style-type: none"><li>• To have in place consistent, high quality "universal" services that <b>prevent</b> problems from developing or getting worse</li><li>• To have in place consistent, high quality arrangements to <b>intervene early and in a sustained way</b> when "targeted" extra help is needed</li></ul> <p>The CYPP clearly states the importance of improving outcomes for <b>all</b> children and young people and reducing the gap between those who do well and those who do not.</p> <p>The priority outcome of Action Card 8 is to have improved outcomes for CYPwLDD across all 5 Every Child Matters Outcomes. Where do we want to be in two years time?</p> <ul style="list-style-type: none"><li>• The health needs of disabled CYP are met through a timely response and locally as much as possible</li><li>• Disabled CYP have access to universal, targeted and specialist services</li><li>• The full service offer for short breaks and self directed support is available for disabled CYP and their families</li><li>• Disabled CYP have a smoother transition from children's services into adult services and Post-16 learning and employment</li><li>• Consultation with CYP is fully embedded in service planning and delivery</li></ul>
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#### 4. Who is intended to benefit from it and in what way?

The Children and Young People's Plan is intended to benefit **all** children, young people and their families in Gloucestershire by improving life chances, maximising their potential and minimising the gap between those who do well and those most vulnerable children who generally do less well.

Priority Action Card 8 aims to specifically benefit children and young people with learning difficulties and/or disabilities and their families. The government estimates are that 7% of the child population is disabled (9600 in Gloucestershire), 1.2% profoundly disabled (1300 in Gloucestershire).

The planned benefits of this action card include:

- More children and families having short breaks
- Greater choice and satisfaction
- High quality residential service
- Improved parental satisfaction
- Improved access to support
- Staff more confident at identifying concern and levels of need
- Improved achievement and outcomes in SEN

#### 5. What outcomes are expected?

Improved outcomes for CYPLDD across all 5 ECM outcomes

More choice, greater inclusion and support for families

#### 6. Have you consulted on this policy, service, strategy, procedure or function?

Full consultation was carried out in 2008/09 to shape the 2009-2012 CYPP. Specific consultation with CYPwLDD included focussed discussion groups with young people aged 16-19 where up to 22 CYPwLDD took part. Parents of 'The Key' were also consulted with. Details of this are available in the [Equality Impact Assessment on the CYPP](#).

Every year, a review of the Equality Impact Assessment is done for the CYPP in order to identify any gaps that still exist and to ensure that these aspects are incorporated into the refresh of the annual Priority Action Cards. The recommendations from last year's EIA have been fully considered in the Refresh of the CYPP 2010/11.

For the purposes of the annual refresh, consultation has been undertaken through the existing partnership members and action card lead and sponsor. Consultation in relation to improvement activities has also been taken into account:

- Parents are members of the multi-agency short breaks commissioning group, the Individual Budget pilot steering group and the Transition Champions Group. They directly influence the development of plans:
- A parent carer worker works closely with the Parent Carer Council
- A disabled young people's participation worker, and a consultation event each year for disabled children and young people
- The new Community Lead Professional Team model of working is far more person-centred, with young person's and parents views at the core of their work

All of these views feed into the development of Action Card 8 through the multi-agency Action Card 8 meeting.

**7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?**

- [the Needs Analysis, September 2009](#)
- [the CYPP Equalities Impact Assessment 2010-11](#)
- [Part One of the CYPP 2009-2012](#)
- [Sustainable Community Strategy](#)/ Sustainability checklist
- Outline Commissioning Strategy for Disabled Children 2007
- Consultation with young people in special schools and exercises with parents
- National Guidance and research
- Performance of CYPP outcomes

**8. Could a particular group be affected differently in either a negative or positive way?**

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
<b>Age</b>		x	x	This priority action card is aimed at improving outcomes for all children and young people with learning difficulties/ and or disabilities regardless of their age.  There are some areas which focus on a specific age group; this is due to the type of activity, for example transition plans will be appropriate from the age of 14.
<b>Disability</b>		x		The priority outcome of this action card is to have improve outcomes for CYPwLDD across all 5 Every Child Matters Outcomes
<b>Gender</b>			x	This priority action card is aimed at improving outcomes for all children and young people with learning difficulties/ and or disabilities regardless of their gender.
<b>Race including Gypsy &amp; Traveller</b>			x	This priority action card is fully inclusive and aims to improve outcomes for all children and young people with learning difficulties/ and or disabilities.
<b>Religion or Belief</b>			x	This priority action card is fully inclusive and aims to improve outcomes for all children and young people with learning difficulties/ and or disabilities.
<b>Sexual Orientation</b>			x	This priority action card is aimed at improving outcomes for all children and young people with learning difficulties/ and or disabilities regardless of sexual orientation.
<b>Transgender</b>			x	This priority action card is fully inclusive and aims to improve outcomes for all children and young people with learning difficulties/ and or disabilities.



Date for Review:

**Please forward an electronic copy to the Equalities Team by emailing  
equalities@gloucestershire.gov.uk**

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

# Equality Impact Assessment Form

## 1. Persons responsible for this assessment:

<b>Name: Andy Ray</b>	<b>Telephone: 01452/ 425497</b>
<b>Service: Children in Care</b>	<b>E-Mail: andy.ray@gloucestershire.gov.uk</b>
<b>Directorate: CYPD</b>	<b>Date of Assessment: 10/09/10</b>

## 2. Name of the policy, service, strategy, procedure or function:

<b>Is this new or an existing one?</b> Existing
---

## 3. Briefly describe its aims and objectives

Improving the life chances of Children in Care (CiC) and Care Leavers is the shared responsibility of all partners involved in the Children and Young People's Plan (2009-12). Informed by external inspection, our Needs Analysis 2009 and by extensive consultation, we know that we need to focus on improving and sustaining positive outcomes for this group of children and young people to ensure their childhoods are secure, healthy, and enjoyable and are a stable foundation for the future. In general terms, outcomes for CiC are not as good as for their peers. Narrowing the gap and sustaining improvements are essential to enhancing life opportunities for this group of children and young people. What distinguishes these children from other groups of children is that they rely on us, as corporate parents. Many children who come into care have experienced abuse or neglect, they have been involved in domestic violence and substance misuse and their parents often have mental health difficulties. Services to Children in Care are delivered within a social policy framework driven by legislation which includes: The Children's Act (1989, 2002, 2004), *Care Matters* (2006), Apprenticeships, Skills, Learning and Children's Act (2009)

All Children in Care placed in the local area (unless there is an exceptional reason) benefit from high quality placements tailored to their needs which offer consistency, warmth and security. The service

- Has secured stronger and demonstrable commitment from the elected members in their role as corporate parents
- Has developed a joint approach and a shared agenda for meeting the needs of CiC and Care Leavers, including the use of robust monitoring and reviewing the processes that deliver improved outcomes
- Has embedded the participation of Children in Care in service planning and delivery across the partnership
- Has ensured that Care Leavers are appropriately supported to acquire independence skills and make a positive contribution to the community.

## 4. Who is intended to benefit from it and in what way?

Children in Care, Care Leavers and their families
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## 5. What outcomes are expected?

<ul style="list-style-type: none"><li>• Children and young people are placed in appropriate placements and the placements meet their individual needs.</li><li>• The plans for each young person are robust and are derived from good assessments that have taken into account the young person's voice and that of appropriate adults.</li></ul>
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**6. Have you consulted on this policy, service, strategy, procedure or function?**

Consultation has been completed with Children in Care and members as part of the restructuring of Children in Care services

**7. What evidence has been used for this assessment: eg Research, previous consultations, MAIDEN?**

Placement stability, Strength and Difficulties Questionnaires, Emotional and Behavioural health research

**8. Could a particular group be affected differently in either a negative or positive way?**

Please evidence that you have used the Consultation toolkit and planning template <http://staffnet/index.cfm?articleid=5203>

	Negative	Positive	Neutral	Evidence
<b>Age</b>				Analysis of the age of children and young people shows that there is the expected spread in age range, with the highest concentration between the ages of 10-15.
<b>Disability</b>				Work within the Children with Disabilities team ensures that there is a high degree of preventative work undertaken to ensure that children with disabilities are supported at home where ever possible. When a young person with a disability does become looked after, the service provided is then based on the assessed need.
<b>Gender</b>				The service aims to improve outcomes for all children irrespective of gender. However, analysis of the data indicates that there are 20% more boys in care. Further analysis of this data is needed.
<b>Race including Gypsy &amp; Traveller</b>				The CiC service aims to provide a good standard of service for all young people in Gloucestershire. Further analysis is required to ensure that there isn't any over representation in any ethnic group and that our service meets the diversity needs of each young person. However, all placements are matched to ensure that cultural needs are met.
<b>Religion or Belief</b>				Further analysis is required to ensure that CiC service provides appropriate access to allow children and young people to follow their religion or beliefs. However, where ever possible placements are matched to ensure that religious needs are met.
<b>Sexual Orientation</b>				All carers and placements have received appropriate training to ensure that all young people's outcomes improve irrespective of the sexual orientation.

<b>Transgender</b>				All carers and placements have received appropriate training to ensure that all young people's outcomes improve irrespective of the gender issues.
<b>Other groups: eg</b> Rural Isolation, Long term unemployed, Deprivation Health Inequality				Improving outcomes for all children in care is a priority. The service has particular actions that focus on emotional health and wellbeing, education, participation, placement matching and stability of placements.
<b>Community Cohesion</b>	<p><b>Describe how the proposed activity, policy, strategy, service, procedure or function will contribute to Community Cohesion.</b></p> <p>You will need to consider;</p> <p>Is there equality between those who will and won't benefit from the proposal?</p> <p>Are there strong relationships between groups and communities in the area affected and will the proposed action promote positive relationships?</p> <p>Does the proposal bring groups / communities into increased contact with each other</p>			
<b>Community Cohesion (Contd)</b>				

9. If you have identified a negative impact in question 8, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please indicate whether these actions will be carried forward into level 2 or level 3 business plans.

Action(s):	How will this action be Monitored/Evaluated	When will policy / service / strategy / procedure / function be reviewed?	Carried to Level 2?	Carried to Level 3?
Further analysis is required to ensure that there isn't any over representation in any ethnic group and that our service meets the diversity needs of each young person.	This action will be monitored by the Children in Care Performance group	March 11	N	Y
Further analysis is required to ensure that CiC service provides appropriate access to allow children and young people to follow their religion or beliefs	This action will be monitored by the Children in Care Performance group	March 11	N	Y

### Declaration

We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and

where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the County Council and that we take responsibility for the completion and quality of this assessment

Completed by: Andy Ray

Date: 10.09.2010

Role: Head of Children in Care, CYPD, GCC

Countersigned by: Moira Swann – Joint Director of Operational Services

Date: 10.09.2010

Date for Review:

**Please forward an electronic copy to the Equalities Team by emailing**

**equalities@gloucestershire.gov.uk**

The original signed hard copy and electronic copy should be kept with your team for audit purposes.