

Equality Impact Assessment –  
analysing the effects on equality

# Children and Young People's Plan

Template last updated: March 2011

# EQUALITY IMPACT ASSESSMENT (EqIA)

## SECTION 1: SUMMARY OF EQUALITY IMPACT ASSESSMENT (EqIA)

<b>1.1</b>	<b>Details of the Policy, Strategy, Function, Project or Activity</b>
	<p>Title of EqIA: Children and Young People's Plan</p> <p>Date of EqIA: May 2012 to March 2013</p> <p>State whether EqIA is on a policy, strategy, function, project or activity or a combination: strategy</p> <p>Indicate whether it is a 'new' or an 'existing' policy, strategy, function, project or activity:</p> <p><input type="checkbox"/> New    yes</p> <p><input checked="" type="checkbox"/> Existing</p>
<b>1.2</b>	<b>Details of the person responsible for the EqIA</b>
	<p>Full Name: Maria Nawrocka</p> <p>Position: Service Manager, Children and Families Partnership</p> <p>Department: CFL</p> <p>Telephone number: Ex 63371</p>

### 1.3 What is the aim and objective of the policy, strategy, function, project or activity?

The Croydon Children and Young People's Plan (CYPP) is the strategic over-arching plan for all services affecting children and young people in Croydon. Whilst the plan is no longer a statutory requirement, Croydon Children and Families Partnership has chosen to continue to have a Children and Young People Plan as a way of ensuring that all agencies are jointly focused on achieving our high aspirations for the children and young people of Croydon.

This plan was developed by the Croydon Children and Families Partnership. Members of the Partnership include Croydon Council, Health agencies, the Police, the Voluntary Sector, the Fire Service, Croydon early years centres, schools and colleges.

The Plan includes a summary of a comprehensive needs analysis which was used by the Partnership sub groups to identify priorities for 2013-15 and the action plans to deliver on those priorities.

The objectives of the CYPP is to identify the areas where there is greatest need for improvement to improve the lives of children, young people and families and where we can make greatest difference by working together in partnership.

## SECTION 2: SCOPING THE ASSESSMENT

### 2.1 What information is currently available about the different protected groups that the policy, strategy, function, project or activity is likely to effect? (for examples see guidance)

Each year the Children and Families Partnership undertakes a detailed Children's Services Needs Analysis which sits alongside the Joint Strategic Needs Assessment for the borough. A summary of the CSNA is included in the CYPP and the full CSNA is at <http://www.croydon.gov.uk/healthsocial/families/ccfpartnership/ccfpartnership>.

The CSNA is an analysis of needs that inherently looks at differences in outcomes across particular groups; it includes both quantitative and qualitative information including the views of children, young people and families. Through the CSNA the Partnership identifies the areas where there is most need for improvement but also, where information is available, the disproportional impact on particular groups.

In preparing action plans sub groups are required to identify the equality impact of all priorities and the detailed action plans will address where additional action needs to be taken in respect of specific vulnerable groups, including those with protected characteristics.

Of the pupil population 59% are from BME backgrounds which is a higher proportion than within the population as a whole.

Looked After Children and Children with Learning Difficulties and / or Disabilities are at particular risk of under achievement across a range of outcomes.

The highest ethnic group within the looked after children population are Asian (29.5%) which reflects the high proportion of unaccompanied asylum seeking children. Looked after children: Looked after children:

- Are at greater risk of poor health outcomes including mental ill-health and teenage pregnancy.
- Performance of Looked After Children has been rising over the last few years but is significantly lower than their peers.
- Are at risk of not entering education, employment or training.

Children with Learning Difficulties and / or Disabilities

- Are at risk of poorer health outcomes including emotional health and well being
- There are smaller attainment gaps between children with special needs and their peers than are reported nationally, however, they have not improved over the last five years.
- Pupils with SEN have attendance levels below the average
- Are at higher risk of not being in education, employment or training.

Children living in poverty (entitled to free school meals) are also more at risk of poor outcomes, including:

- Lower achievement levels
- Higher persistent absence
- Poor health outcomes

Addressing the differential outcomes of these three vulnerable groups is taken forward by cross cutting sub groups. The CYPP includes the specific action plans for improving outcomes for these groups.

At school there are differences in outcomes for different groups:

- At Key Stage 4 'Asian' and 'Chinese' pupils out-perform all other groups; the 'white' and 'black' pupils perform similarly.
- White British pupils are disproportionately persistently absent from school.
- Boys are just under four times more likely to be excluded from school than girls.
- Black Caribbean pupils make up 17% of permanent exclusions and 23% of fixed term exclusions but only 11% of the school population.

There are significant differences in outcomes across the borough. For example, there are higher levels of poverty in the North and West of the Borough and this is also mirrored in obesity levels.

The five themed sub groups have a number of priorities focused on groups with additional needs; including those with protected characteristics and other vulnerable groups.

- Continue to reduce all aspects of bullying: -Support educational settings to address prejudice related bullying
- Improve attainment for specific groups, continuing to narrow gaps for vulnerable groups, (including the White British group)
- Reduce further the levels of fixed term and permanent exclusion
- Reduce NEET and raise participation in education, training and employment by 16-18 year olds
- Close the gap in attainment between disadvantaged and non-disadvantaged learners

The priorities of the Positive Contribution Sub Group are to increase participation and influence of young people and to increase volunteering opportunities. They are looking particularly at under-representation of vulnerable groups and those with protected characteristics to inform planning and ensure that opportunities are accessible to all.

**2.2 What are your information gaps? For example service user data, or employment data on a particular protected group.**

**What steps are you/have you taken to fill them as part of this assessment?**

The sub groups have access to a wider range of data than can be included in the CSNA and the CYPP. For example there is detailed knowledge of the groups at risk of teenage pregnancy which is used to target interventions in this area. Similarly there is detailed information on attainment, attendance and exclusions by gender, ethnicity and other characteristics which enable support to be focused on schools and populations that are most disadvantaged.

A particular gap in information is in relation to bullying due to the lack of a mechanism to collect reliable quantitative data in the groups most affected. There has also been a gap in information about young people that are NEET due to the large number of those whose destination is 'unknown'; data collection systems are being improved to address this.

The Youth Council consults widely with their peers (aged 11+) and so is able to represent the views of young people to the Partnership. The views of younger children (under 11 years of age) and those that are 'hard to reach' are less likely to be included in Youth Council consultations. The Partnership engagement strategy is looking to identify all existing users groups and develop a consultation approach to ensure that each sub group takes account of the range of users appropriate to its area of work.

<b>2.3</b>	<b>Who have you engaged with (staff, service users, community groups etc)?</b> <b>Describe the methods of engagement you used</b> <b>What are the issues arising from the engagement?</b> <b>What are the outcomes of this engagement?</b> <b>What engagement did not or could not take place?</b>
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The CYPP has been developed by the Children and Families Partnership which includes all those working with children, young people and families in Croydon. The Board and Executive and the eleven sub-groups are all multi-agency and members include senior representatives from Croydon Council, Health agencies, the Police, the Voluntary Sector, the Fire Service, Croydon early years centres, schools and colleges. The sub groups work closely with the Youth Council to ensure that the views of children and young people inform priorities and the action plan. In addition some groups have specific links to Schools Councils and the each sub groups also uses existing mechanisms within services to engage with children, young people and families.

The sub groups links to the youth Council are on-going and the views of children and young people will continue to inform the work of the sub groups going forward. The partnership is developing an engagement plan to ensure that a wider group of children and young people are involved in the work of the partnership.

The youth council priorities are identified through wide consultation across secondary schools in Croydon. These inform the priorities of the Partnership and the Partnership supports the youth council in taking forward their priorities.

**SECTION 3: ANALYSING YOUR EQUALITY INFORMATION**

<b>3.1</b>	<b>From the information you have gathered (including information gathered to fill existing gaps) and the engagement you have undertaken how are each protected group affected (positively or negatively, or not affected at all)?</b> <b>What changes could be made to the policy, strategy, function, project or activity to mitigate a negative impact?</b>
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**Age**

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
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<b>0–18 years</b>	X			The objective of the CYPP is to improve outcomes for all children and young people in Croydon. The specific actions are included in the action plans at Section 5.	
<b>19-35</b>			X		
<b>36-65</b>			X		
<b>Over 65</b>			X		

## Disability

	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>None</b>	<b>Brief detail of impact</b>	<b>What changes could be made?</b>
<b>Learning disability</b>	X			Support for Children and young people with a learning difficulty and or disability is the responsibility of a sub group of the Partnership.  The priorities for this area are included in the CYPP at section 4 and the actions being taken to improve outcomes for this group is in the action plan at Section 5.	
<b>Physical disability</b>	X				
<b>Mental health</b>	X				
<b>Deaf or hard of hearing</b>	X				
<b>Visually impaired</b>	X				

Other, incl carers	X				
<b>Gender/Sex</b>					
	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>None</b>	<b>Brief detail of impact</b>	<b>What changes could be made?</b>
<b>Female</b>				Where there is underperformance, or a particular need, for example performance of boys at school, the sub groups target support for this group.	
<b>Male</b>					
<b>Gender reassignment</b>					
<b>Race/Ethnicity</b>					
	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>None</b>	<b>Brief detail of impact</b>	<b>What changes could be made?</b>
<b>Asian</b>	X			Where there is underperformance, or a particular need, among children and young people from a particular ethnic group in relation to a priority the sub groups target support for this group.	
<b>Black</b>	X				
<b>White</b>	X				
<b>Mixed</b>	X				



Other, such as Travelers	X				
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**Religious/Faith Groups**

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Buddhist			X		
Christian			X		
Hindu			X		
Jewish			X		
Muslim			X		
Sikh			X		
No religion/faith			X		
Other			X		

**Sexual Orientation**

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
<b>Heterosexual</b>			X	Prejudice based bullying is a priority for the Stay Safe sub group. (See Stay Safe action plan – Section 5)	
<b>Lesbian</b>	X				
<b>Gay</b>	X				
<b>Bisexual</b>	X				

**Pregnancy and maternity**

Pregnancy and maternity	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
	X			Reducing teenage pregnancy is a priority of the Partnership. This is included in the Be Healthy Action Plan in Section 5.	

**Marriage and civil partnership**

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
<b>Marriage/civil partnership</b>			X		

3.2	From the information you have gathered and the engagement you have undertaken describe how the policy, strategy, function, project or activity actively enables the council to meet its public duties to:	
<b>Advance equality of opportunity between different groups of people by removing or minimizing disadvantages</b>	The objective of the CYPP is to ensure that all children and young people achieve their outcomes. Where there is a differential between particular groups the focus of the sub groups will be on targeting support for that group. For example, in narrowing attainment gaps for vulnerable groups.	
<b>Advance equality of opportunity between different groups of people by taking steps to meet needs</b>	As above	
<b>Advance equality of opportunity between different groups of people by encouraging participation in public life</b>	As above	
<b>Eliminate discrimination</b>	As above	
<b>Eliminate harassment</b>	As above	
<b>Eliminate victimisation</b>	As above	
<b>Foster good relations between different groups and communities by tackling prejudice</b>	As above	

<b>Foster good relations between different groups and communities by promoting understanding</b>		As above			
<b>3.3</b>	<b>Having considered the potential or actual effect of the policy, strategy, function, project or activity on equality make an informed judgment about what should be done (more than one may apply)?</b>				
<b>Outcome</b>	<b>Definition (more information is available in the guidance)</b>				<b>Judgment (Y/N)</b>
<b>Outcome 1: no major change</b>	Your assessment demonstrates that the policy is robust and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.				Y
<b>Outcome 2: adjust the policy</b>	This involves taking steps to remove barriers or to better advance equality and introducing measures to mitigate the potential effect.				
<b>Outcome 3: continue the policy</b>	This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not unlawfully discriminate.				
<b>Outcome 4: stop and remove the policy</b>	If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy altogether. If a policy shows unlawful discrimination it <b>must</b> be removed or changed.				
<b>3.4</b>	<b>Planning actions – please record all actions arising from the assessment, with clear targets, milestone and lines of responsibility.</b>				
<b>Protected group<sup>1</sup></b>	<b>Action (SMART)</b>	<b>Intended Outcome</b>	<b>Completion Date</b>	<b>Lead Officer</b>	<b>Lead Partner<sup>2</sup></b>

<sup>1</sup> Enter in this column which of the protected characteristics that the action encompasses: race/ethnicity (r), disability (d), age (a), sexual orientation (so), gender/sex (g), religion/belief (rb), gender reassignment (gr), marriage and civil partnerships (m), pregnancy and maternity (pm).

<sup>2</sup> If appropriate.

R, d, so, g, rb, pm	Include specific reporting on equality outcomes by sub groups in reporting format to Partnerships Board and Executive	Enable Partnership Executive and Board members to provide robust challenge to sub groups on equality impact.	March 2013	Maria Nawrocka	Children and Families Partnership
R, d, so, g, rb, pm	Make sure Partnership forward agendas address equality issues and differential outcomes whenever these arise.	Enable Partnership Executive and Board members to provide robust challenge to sub groups on equality impact.	March 2013	Maria Nawrocka	Children and Families Partnership
R, d	Set up child poverty sub group and develop a child poverty strategy.	Give sufficient emphasis to most vulnerable groups	March 2013	Amanda Tuke	Children and Families Partnership

**3.5** Please indicate the risks and what will be done to address them? Risks may need to be recorded in your risk register.

<b>Risk/ issues identified</b>	<b>Action required</b>	<b>Resource implications</b>	<b>Timescales</b>	<b>Lead Officer</b>	<b>Expected outcome</b>	<b>Progress</b>
Pressure on Partnership agendas means equality does not receive sufficient emphasis	Achieve agreement for forward plan. Challenge provide to sub group action plans	None	April 2013	Amanda Tuke	Maximising the impact of sub group action plans in terms of reducing inequality and promoting equality.	Underway.

**SECTION 4: MONITORING AND REVIEW**

<b>4.1</b>	<b>Equality impact assessment is an ongoing process that does not end once a policy, strategy, function, project or activity has been agreed or implemented.</b>
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Question	Response
<b>How will you measure the effects of the policy on equality?</b>	The Children and Families Partnership Board and Executive regularly monitor the work of the sub groups and delivery against action plans. In addition it regularly receives Partnership performance reports. All sub groups are developing their action plans to identify equality issues and will report against these.
<b>When will the policy be reviewed?</b>	Annually
<b>What type of equality information is needed for monitoring and how often will it be analysed?</b>	Performance reports are produced for review by sub groups quarterly. In addition sub groups have mechanisms for monitoring performance of particular groups, the frequency and nature of monitoring depends on the availability of data. Exceptions are reported to the Board and Executive.
<b>How will stakeholders be engaged in the implementation, monitoring and review?</b>	Currently through engagement with the Youth Council. This is being extended as part of the partnership Engagement Plan.

<b>5.1</b>	<b>Before sending the EqIA to be approved by the relevant director use the following checklist to ensure the process is completed. The completed initial EqIA should also be checked.</b>
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	Y/N
The EqIA clearly outlines the purpose of the policy, strategy, function, project or activity? (initial and full assessment template)	<b>Y</b>

The EqIA clearly outlines how the policy, strategy, function, project or activity relates to equalities and to the council's public duties? (initial and full assessment template)	Y
The EqIA clearly outlines the evidence available and the information gathered for the assessment? (full template only)	Y
The EqIA clearly outlines the community engagement undertaken for the assessment? (full template only)	Y
The EqIA clearly identifies the impact on each protected group based on the information available and how the policy, strategy, function, project or activity enables the council to meet its public duties? (full template only)	Y
Final judgement has been made based on the evidence available? (full template only)	Y
The EqIA identifies SMART actions and identifies risks? (full template only)	Y
The EqIA includes information on how the policy, strategy, function, project or activity will be monitored and reviewed? (full template only)	Y

## SECTION 6: DECISION MAKING AND PUBLICATION

<b>6.1</b>	<b>I agree with the outcome of the above EqIA and actions arising, and have integrated the outcome into the policy decision</b>
<b>Lead Officer</b>	
<b>Name</b>	Maria Nawrocka
<b>Signature</b>	Maria Nawrocka
<b>Date</b>	25 March 2013

<b>Lead Director</b>	
<b>Name</b>	Paul Greenhalgh
<b>Signature</b>	Paul Greenhalgh
<b>Date</b>	Email sign off received 25 March 2013
<b>Date sent to corporate equalities and cohesion team (<a href="mailto:data.equalities@croydon.gov.uk">data.equalities@croydon.gov.uk</a>)</b>	25 March 2013

**THIS SECTION TO BE COMPLETED BY THE CORPORATE EQUALITIES AND COHESION TEAM**

<b>Publication Date (summary on website)</b>	
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