

## Due Regard Statement

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

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

Name of the 'policy':	Children and Young People's Partnership Plan 2012-15- refresh 2014-15
Person(s) responsible for completing this statement	Sally Hebbs  Outcome Manager
Briefly describe the activity being considered including aims and expected outcomes	<p>The Gloucestershire Children's Partnership (GCP) have produced a new Children and Young People's Partnership plan (CYPPP) 2012-15, which was subsequently agreed by the council in 2012 The plan is for three years from 1<sup>st</sup> April 2012, through until 31<sup>st</sup> of March 2015, with outcomes agreed for the full period; reviewed annually, with a refreshed plan prepared each year. The council has the statutory responsibility under section 10 of the children's Act 2004 to support partners to cooperate to improve outcomes for children.</p> <p>This is the refresh of the third CYPPP in Gloucestershire. It provides a mechanism for partners to work together cost effectively; monitor progress and to deliver the vulnerable</p>

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

	<p>children's elements of the Gloucestershire Health and Wellbeing Board (HWB) Strategy. The aims are that children and young people:</p> <ul style="list-style-type: none"> <li>➤ 'Enjoy the best start in life'<sup>2</sup></li> <li>➤ Maximize their capabilities and have control over their own lives<sup>3</sup></li> <li>➤ Be safe from injury, exploitation and harm<sup>4</sup></li> </ul> <p>And the Board agrees to :</p> <ul style="list-style-type: none"> <li>➤ 'Work well together to provide right and timely, effective intervention for vulnerable children and families as early as possible'.</li> </ul>
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## Documenting use of sufficient information

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

### Service user data

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

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

<sup>2</sup> GCC population outcomes 1,2,4: Marmot policy objective A

<sup>3</sup> GCC population outcome 2,4,5: Marmot policy objective B

<sup>4</sup> GCC population outcome 1,7: Marmot policy objective A and B

## Needs analysis

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

## Data gaps

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

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

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

<b>Who is responsible for delivering the service?</b>	The activity will be delivered by arrange of partners in the Gloucestershire children's Partnership eg Police; GCC; NHS; District councils.
<b>Service user data/Needs analysis information</b>	
Age	136,588 children and young people Of which 33,438 are under 5yrs

Disability	13,427 are known to have special educational needs. There are higher numbers of boys accessing Special school education.
Sex	The numbers of boys and girls in the county is approximately equal
Race (including Gypsy & Traveller)	As table page 20 <a href="http://www.gloucestershire.gov.uk/CHttpHandler.ashx?id=50416&amp;p=0">http://www.gloucestershire.gov.uk/CHttpHandler.ashx?id=50416&amp;p=0</a>
Gender reassignment	Not known
Marriage & civil partnership	Not known
Pregnancy & maternity	As page 22 <a href="http://www.gloucestershire.gov.uk/CHttpHandler.ashx?id=50416&amp;p=0">http://www.gloucestershire.gov.uk/CHttpHandler.ashx?id=50416&amp;p=0</a>
Religion or Belief	Not known
Sexual Orientation	Not known

**Other information**

The plan is particularly aimed at the most vulnerable children and young people in the county including those known to the Social Care services

**Workforce data**

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

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

Total number of GCC staff affected	Not affected
Age	Not affected
Disability	Not affected
Sex	Not affected

Race (including Gypsy & Traveller)	Not affected
Gender reassignment	Not affected
Marriage & civil partnership	Not affected
Pregnancy & maternity	Not affected
Religion or Belief	Not affected
Sexual Orientation	Not affected

### **Consultation and engagement**

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

Service users	On-line pupil survey (OPS) – 20,000 responses: plus children in care OPS CYP Take-over day face to face consultation
Workforce	8 road shows with face to face consultation with 500+ from across agencies Online consultation based on live consultations
Partners	8 road shows with face to face consultation with 500+ from across agencies Online consultation based on live consultations
External providers of services	8 road shows with face to face consultation with 500+ from across agencies Online consultation based on live consultations

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

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

- Eliminate discrimination

- Advance equality of opportunity
- Promote good relations..

The Gloucestershire Children and Young People's Partnership plan is a combination of programmes, plans and activity from the whole partnership which is aimed at the most vulnerable children and young people in the county. It acts as central information and monitoring point for the activity, but does not itself undertake the detailed planning and Due Regard statement for each individual piece of work. Each of these has its own statement of Due Regard or Equality Impact Assessment completed and ratified according to the individual agency protocols, for example the GCC 'Turn Around for Children Programme' has a clear statement which covers the work of that individual programme. When children from protected groups exhibit needs or are at risk of doing so they will be supported by work of the agencies contained within this plan. As a plan with an aim to intervene to improve the life chances of vulnerable children, all activity has been developed to take into account the protected characteristic of the groups of children. Examples are shown below.

<b>Protected group</b>	<b>Challenge or opportunity considered and what we did</b>
<b>Age(A)</b>	<p>Rising numbers of children under 5yrs being identified as being subject to neglect has resulted in a targeted programme of intervention. in the Turn Around for Children Programme.</p> <p>School age children at risk of missing education have been identified as at risk. Of not achieving their potential The 'Education Entitlement and Inclusion' team now have a specific focus on this age group</p>
<b>Disability (D)</b>	<p>Children and young people with disabilities, find it difficult and costly to access support and activities with their peers. 'Individual budget' work aims to increase the numbers of those young people with a costed support plan. The 'Inclusion needs you training' will complement the individual budgets by making more spaces available for the children and young people to access safely.</p>
<b>Sex (S)</b>	<p>Both male and female teenage parents are susceptible to being Not in education employment and training (NEET). Prospects services have targeted intervention to address the needs of both the young mothers and the young fathers</p>
<b>Race (including Gypsy &amp; Gypsy &amp; Traveller)</b>	<p>Gypsy traveller children are represented in the cohort of children at risk of missing their</p>



<b>Traveller)(R))</b>	education. They will be a high priority in the work of the Education Entitlement and Inclusion' team. Young people at risk of gang membership are being targeted to divert them from becoming involved. Gangs often have race as an element of membership, this will be addressed by the programme.
<b>Gender reassignment(GR)</b>	Those young people exploring gender reassignment will be supported in the initial stages by universal programmes for sexual health and bullying.
<b>Marriage &amp; civil partnership (MCP)</b>	Not applicable.
<b>Pregnancy &amp; maternity (PM)</b>	Increasing the numbers and period of women breast feeding is contained in the plan. The areas of highest deprivation are and lowest prevalence are the target
<b>Religion and/or Belief (RAOB)</b>	Vulnerable children and young people are supported by the activity regardless of RAOB.
<b>Sexual Orientation(SO)</b>	Same sex couples will have equal access to parenting programmes. Evidence based programmes under the umbrella of the plan are tailored to the individual needs of families and will work them to address any family issues , including the sexual orientation of parents and young people.

### **Strengthening actions: Planning for further improvements**

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

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

If none, state 'none' below.

### Action Plan

Action	Who is accountable	Time frame
Partnership wide consultation on development of Early Help Services	Eugene O'Kane	2014-15

### Monitoring and Review

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

Progress will be monitored quarterly by the GCP; normal council processes and a project board which will be established

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## Sign off and Scrutiny

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

<b>Senior level sign off:</b> <i>Linda Owen</i>	<b>Date:</b> <i>16/6/14.</i>
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

<b>Name of relevant Portfolio Holder/Cabinet Member:</b>	
<b>Signed by Portfolio Holder/Cabinet Member:</b> <i>Paul Morgan</i>	<b>Date:</b> <i>23/6/14.</i>

## Publication

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