

Equality Impact Assessment

Relating to: Gloucestershire Children and Young People's Partnership Plan (CYPPP) (Agenda Item 3)

Date: 9th April 2012

Introduction

This Impact Assessment supports the County Council in meeting its legal obligations under the **Public Sector Equality Duty**, now contained in section 149 of the Equality Act 2010. The Equality Duty ensures that public bodies have due regard to the statutory needs referred to in section 149 when exercising their functions.

Section 149 provides that in exercising its functions an authority must have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and others who do not share it; and
- foster good relations between people who share a protected characteristic and those who do not share it.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and others who do not share it involves having due regard (in particular) to the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and those who do not share it involves having due regard (in particular) to the need to tackle prejudice and to promote understanding.

The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled person's disabilities.

Compliance with the duties in section 149 may involve treating some persons more favourably than others; but not if that would itself involve conduct which is made unlawful under the Equality Act 2010.

The protected characteristics to which the duty applies are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation, also marriage and civil partnership but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Having **due regard to** means consciously thinking about the statutory needs as part of the process of decision making, when the proposals are still at a formative stage, and before a decision is reached. This means that consideration of those equality issues must influence the decisions reached by public bodies. The Equality Duty must be exercised in substance, with rigour and with an open mind.

Indirect discrimination occurs where a condition criterion or practice is applied which would put people with one of the protected characteristics at a disadvantage, and the imposition of that condition, criterion or practice is not a proportionate means of achieving a legitimate aim, i.e. it cannot be objectively justified.

It is important to understand and consider how different people will be affected by the decisions the Council makes, so that policies and services are appropriate and accessible to all and meet different people's needs.

This assessment will help you think about the potential impact your proposals will have on all sections of the community. Recognising these impacts early on in the process of developing policies will assist good decision making and ensure that the County Council delivers services appropriate to people's needs. Remember that the Equality Duty involves having due regard to the needs to advance equality of opportunity and foster good relations between those who share a protected characteristic and those who do not, as well as to eliminate discrimination and other conduct which is unlawful under the Equality Act 2010.

1. Person responsible for undertaking this assessment:

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Service: Commissioning	E-mail: sally.hebbs@gloucestershire.gov.uk

2. Name and brief description of the policy, service, strategy, procedure or function: (indicate whether new or revised)

This is the third Children and Young People's Partnership Plan (CYPPP) in Gloucestershire. The CYPPP is a three year plan (2012-15). The GCP partners have a duty to cooperate to deliver the vision for children and young people in Gloucestershire. It is a shared vehicle for partners to challenge and support each other to improve outcomes for CYP.

In 2012/13 the plan is focussed on working together to provide 'right and timely effective intervention for the most vulnerable children, young people and families as early as possible'. To achieve this, partners need to work together with those families most in need, to bring up their children to reach their full potential, interrupting the cycle of deprivation and reducing costs to the public purse.

3. Briefly describe its aims and expected outcomes

The CYPPP provides an illustration of what partners are doing and planning to do to meet the needs of the most vulnerable CYP. It aims to make best use of resources, reduce duplication and work to the strengths of organisations, to deliver effective interventions which 'help children, parents and communities to help themselves' as early as possible. The aims of the plan are that vulnerable children and young people will:

- 'Enjoy the best start in life
- Maximize their capabilities and have control over their own lives
- Be safe from injury, exploitation and harm

Lives of CYP and families are supported by a wide range of environments, communities, services and agencies. The GCP will make every effort to ensure its framework, complements not duplicates others

It includes activity to support children and young people from 0 to 19yrs old. Maternal service (pre-birth) and activity for young people up to 25yrs who have learning difficulties and/or disabilities are also included.

For the 2012-15 plans, activity will be delivered to meet the needs of the groups of vulnerable children and young people across age groups. The plan will capture what is planned by partners, to address the known and emerging needs. This will enable GCP to undertake a gap analysis in conjunction with the Shadow Health and Wellbeing Board (SHWB). GCC, GCP and the SHWB can then decide whether *partnership* action is required to address the effects of the unmet need, or whether the decision to intervene should sit with a single agency or bi-lateral arrangements. By this means, should it emerge that any group with protected characteristics, is at risk of negative impact, measures can be agreed to ameliorate the impact.

4. Describe how this policy will impact on the Council's duty to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

Identify what particular groups of people will be affected by this policy.

The plan aims to improve outcomes for the most vulnerable CYP. Achieving the outcomes will reduce the levels of discrimination, harassment and victimisation experienced by these groups, due in part to tensions between those who achieve well and those who have barriers preventing them doing well. Their opportunities are enhanced and the basis for good relations between communities is improved.

The priority groups of children on which the activity is based are:

- children and young people with learning difficulties and disabilities/ complex

needs (CYPwLDD);

- children in poverty;
- children and young people requiring child protection;
- children and young people in care and care leavers;
- children living in challenging circumstances. (young carers; those affected by; domestic abuse; substance misuse; mental health issues; complex needs; those in chaotic families)

Activity to support these children to reach their potential will be delivered both directly and by supporting their parents and communities to build skills and resilience to sustain improvement and contribute to interrupting the cycle of intergenerational deprivation.

5. Provide details of the evidence you have gathered in making this assessment, including data sources, consultation undertaken and the outcome/s of this.

A Children's Needs Analysis and a Child Poverty Needs Analysis were completed in 2011, to identify any new emerging needs for children and young people and their families and carers. The analysis forms part of the wider Joint Strategic Needs Assessment (JSNA) (www.gloucestershire.gov.uk/index.cfm?articleid=92704) of the health and well being of the whole local community in Gloucestershire (www.gloucestershire.gov.uk/inform/index.cfm?articleid=94018).

The results were used, to develop questions and then to undertake face to face and on-line consultations with both adults and children & young people.

The consultation included the views of 19,000 children in the countywide Online Pupil Survey, 550 children, young people and professionals who gave their views at 8 face to face events.

Feedback from these events was used to produce an online consultation which was promoted countywide via Children's Centres, Schools, Further Education settings, Libraries, District and Parish Councils and Voluntary sector organisations. It generated 250 responses.

Analysis of all of the consultation responses has led to the identification of the groups of vulnerable children and young people and informed the activities detailed in the Four Priority Action cards for 2012/13.

For the first time there is a focus on 'children living in challenging circumstances' (CCC) (young carers; those affected by, domestic abuse; substance misuse; mental health issues; complex needs; those in chaotic families. This category is included to ensure that those groups of children are recognised as in need of intervention to improve their outcomes. They have been identified by partners and through the consultation, but can be less easy to identify in practise due to small numbers or the hidden nature of the harm caused to them.

Throughout the development of the plan, GCP members and sub-groups have been informed and contributed to the prioritisation process and delivery activities. The groups include, District Network group, Child poverty working group and the Participation steering group, they in turn have cascaded information and requested contributions from their networks.

6. Is this Policy affected by, or will it have an impact on other Meeting the Challenge proposals? Yes/No. (If yes, please specify relevant project and indicate how it is affected).

The CYPPP contributes to the 'meeting the challenge' ethos, by promoting partnership working, making best use of current resources and reducing duplication. Programmes such as 'Right First Time' are integral to the delivery of activity identified in the plan and as such will complement decision making and deliver the outcomes

The CYPPP shows the resource for activity from each partner on the 'Action Cards'. The activity is embedded in partner action plans. For GCC, all commitments are within current resources. The prioritisation enables the partners to focus resource and activity on those agreed priorities which need it most. Joint commissioning of some interventions would maximise the impact of resources this includes workforce and capital assets as well as funding

Further work to address any gaps in provision and the resource required for commissioning/delivery will be discussed and agreement brokered by partners at a future date

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7. Where any particular group is affected differently by the policy in either a negative or a positive way, if you identify a negative impact, explain what actions you have undertaken or you plan to undertake, including consideration of any alternative proposals, to lessen or negate this impact.

	Negative	Positive	Neutral	Evidence	Mitigating actions where a negative impact has been identified	How will the mitigating action be monitored/evaluated, including who will be responsible for monitoring.
Age		√		This is a positive impact. It is recognised that some services and projects are targeted to specific age groups to meet need. 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.		

Gender reassignment		√		There are activities planned to improve resilience against bullying and tackle the causes of bullying, to which transgender young people are often subjected		
Marriage & civil partnership			√	The plan has neutral impact on people with this characteristic. There is no discrimination in service provision or activity for those within or outside of this group.		
Pregnancy & maternity		√		There is a clear focus on improving the outcomes for pregnant women and in early years. These activities are across the spectrum of health services; income enhancement and benefit entitlement		
Race including Gypsy and Traveller		√		There are a range of activities across the Action Cards which incorporate actions in relation to race including Gypsy and Traveller. These have been develop and supported by the manager of the READS team.		
Religion or Belief			√	Actions within the Plan will have a neutral impact on CYP with differing religions or beliefs.		

Disability		√		<p>The plan has a strong focus on improving life chances, experiences and outcomes for all children with LDD/ complex needs, including a healthy birth. The focus is on giving choices of interventions and enabling children, young people and their families to work together with others to establish suitable, sustainable pathways including an improved transition into adulthood</p>		
Sex		√		<p>The plan is a fully inclusive plan that aims to improve outcomes for all children and young people in Gloucestershire.</p> <p>Increased sexual health provision for young people is planned, which proposes to reduce risks for all young people</p> <p>There are activities within the plan to deliver lower rates of teenage conceptions and to support teenage parents to engage in appropriate work activity to improve their long term work choices.</p>		

Sexual Orientation		√		<p>There are activities planned to improve resilience against bullying and tackle the causes of bullying, to which these young people may be subject.</p> <p>Increased sexual health provision for young people is planned, which proposes to reduce risks for all young people</p>		
Indirect Discrimination			√	<p>Indirect discrimination is not apparent in the planning stage. The quarterly reporting and planned gap analysis will help to identify issues that may become evident.</p>		
Other groups: eg rural isolation; those in poverty; carers; health inequality		√		<p>The needs of Children and Young People in Poverty are acknowledged as a high priority; the manifestations of need are illustrated by the Child Poverty needs analysis. This has been used by partners to establish activities and baseline targets for improvement in outcomes and the amelioration of the impact of poverty.</p> <p>There are several activities in the plan to strengthen the knowledge and information relating to young carers, with the intention of improving their resilience and</p>		

			<p>outcomes</p> <p>The plan acknowledges the rural nature of large parts of the county. An aim is to ‘work well together ‘to deliver large change programmes across the county through ‘locality working arrangements’. This aim acknowledges and provides for, services to be available in areas of need, at a proportionate level.</p>		
<p>Community Cohesion</p>	<p>Provide details of any ways in which the proposed activity would promote equality in the community between those who share a protected characteristic and those who do not, and how it would promote good relations between such groups</p> <ul style="list-style-type: none"> • 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 	<p>The plan will benefit the most vulnerable of those in our communities; those who need help to support themselves and their children, even temporarily. It aims to base interventions within local communities, building on the assets, strengths and resilience to be found there, through neighbourhoods, schools, children’s centres, VCS, Faith groups and housing associations amongst many others. Parents have said that they ‘want to work and make decisions alongside professionals to improve outcomes for their family and their community’. For example, increased numbers of interventions made possible for CYP with</p>			

	increased contact with each other?	additional and complex needs within their local settings.		
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Declaration

We are satisfied that an Assessment has been carried out and where a negative impact has been identified, actions have been developed to lessen or negate this impact where possible.

Where the impact on equalities of the policy or proposals is very significant, and mitigating actions do not sufficiently lessen the impact, or mitigating actions cannot be identified, we have considered whether to go ahead with the original proposal at all, or whether to reformulate it.

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: Sally Hebbs

Date: 10th April 2012

Role: Outcomes Manager

Countersigned by Head of Service:

Date:

Name of relevant Portfolio Holder/Cabinet Member:

I confirm that I have examined and understood the potential impact of the proposal and confirm that I have had due regard to the needs set out in section 149 of the Equality Act 2010.

..... Portfolio Holder/Cabinet Member

Date: