

Equality Impact Assessment – Children and Young People’s Plan

Name of the Directorate and Service Area	Children and Young People’s Service		
Name of the service/policy being assessed	Children and Young People’s Plan		
Is the area being impact assessed a	Policy & its implementation?	X	Service?
	Function		Initiative?
	Project?		Procedure & its implementation?
Is this an Equality Impact Assessment for a (Note: the Equality Impact Assessment (EIA) is concerned with the policy itself, the procedures or guidelines which control its implementation and the impact on the users)	Existing service or a policy and its implementation?		X
	Proposed service or a policy and its implementation?		
	Change to an existing service or a policy and its implementation?		
	Service or Policy carried out by an organisation on behalf of NYCC?		
How will you undertake the EIA? Eg team meetings, working party, project team, individual Officer	The EIA will be undertaken by a team of officers supported by Directorate service group representatives drawn from the CYPS Equality and Diversity Group.		
Names and roles of people carrying out the Impact Assessment	David Walker (Education Officer for Social Inclusion), Lynette Dodds (Principal Performance Officer) and Simon Ashby (Senior Adviser Inclusion).		
Other officers involved in the assessment Eg taking part in peer review, challenge, quality assurance	The work will be scrutinised by the CYPS EDG. Quality assurance will be provided by the Corporate Equality and Diversity Group (CEDAG).		
Lead Officer and contact details	David Walker, Education Officer (Social Inclusion), County Hall, Northallerton DL7 8AE. T: 01609 532667		

Date EIA started	6 th July 2009	
Date EIA Completed	2 nd September 2009	

Sign off by Service Head/ Business Unit Head		
Presented at Directorate Equality and Diversity Working Group	11 th September 2009	
Date and place of Publication of EIA		
Monitoring and review process for EIA	The EIA will be reviewed as part of the review process for the Children and Young People's Plan and will be linked to quarterly review of Service Performance Plans and annual re-fresh.	

Template 3

1. Operating Context

Please consider issues around impacts (positive or negative) raised for **Disability, Age, Sexual orientation, Faith, Race and Gender** and show your evidence

1.1 Describe the service/policy

What does the service/policy do and how? What are its intended outcomes? Who is affected by the policy? Who is intended to benefit from it and how? Who are the stakeholders? How would you describe the policy to someone who knows very little about Council Services?

Does the policy, plan or service reflect relevant legal frameworks (including equality legislation) and national and local performance targets? Does the service/policy adhere to the principles of the [social model of disability](#)?

Are there any other policies or services which might be linked to this one? Are they being impact assessed?

How will the policy be put into practice? Who is responsible for it?

This Children and Young People's Plan is a statutory document, outlining the North Yorkshire Children's Trust's strategy for enabling all children and young people within North Yorkshire are helped to achieve well-being, as defined by five outcomes (Be Healthy, Stay Safe, Enjoy and Achieve, Make a Positive Contribution and Achieve Economic Well-Being), under Section 17 of the Children Act 2004.

The purpose of the Children and Young People's Plan and the arrangements for its development, implementation and monitoring are detailed in the Governance Arrangements for the Children's Trust. These can be found at www.nysp.org.uk/html/thematic-partnerships/children-and-young-people

The stakeholders for the Children and Young People's Plan are primarily children, young people and their families, but also include the children's workforce (across all agencies that work with children and their families), Councillors and the wider public of North Yorkshire. Within these stakeholders is the full range of socio-economic and ethnic groups, and groups which may be vulnerable due to their circumstances, for example children who are Looked After by the Local Authority.

The Children and Young People's Plan reflects the legal frameworks supporting children and young people's services, and the frameworks surrounding local authorities in respect of equalities. Through the Governance Arrangements of the Children's Trust, compliance with legal requirements is ensured, and supported by a joint 'General Framework for Information Sharing', which includes as an appendix

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the legal framework surrounding the work of the Children and Young People's Plan. (www.northyorks.gov.uk/infosharing)

The Children and Young People's Plan links to the North Yorkshire Sustainable Community Strategy, this sets out the overall priorities for the citizens of North Yorkshire

The Children and Young People's Plan sets the priorities and policy direction for Children's Services across North Yorkshire. All policies and strategies relating to children and young people's well-being link to the Children and Young People's Plan. Those strategies which directly align to the Children and Young People's Plan, will be covered by the assessment for the Children and Young People's Plan. Those strategies which are linked to, but distinct from the Children and Young People's Plan (for example the Sustainable Community Strategy) will have their own impact assessment.

A list of associated strategies and their status in can be found as an appendix to the Children and Young People's Plan. The detail for how these strategies will be impact assessed are detailed in the relevant Service Performance Plan (linked to ISIS) under section 8.1

1.2 Is the policy/service you are impact assessing physically accessible?

Is the policy/service delivered in the right locations? Are locations welcoming and appropriate for its function and customer needs? Are the opening times accessible? Have you carried out an [access audit](#)? Do you provide specialist equipment to help people access your services if it is needed? Do you consider customer needs when

The Children and Young People's Plan is distributed to all Libraries, Children's Centres, NYCC Access Points, Schools and Settings, Youth Centres and GP surgeries. It is available electronically on the North Yorkshire County Council and North Yorkshire Strategic Partnership websites.

The Children and Young People's Plan contains specific priorities on access to services and to the infrastructure network which all related

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arranging the timing and venues of meetings or events?

Does the policy/service promote or further enable access to services?

policies should work towards (Enhance the network of services through well-planned, effective provision across the County and Improve access to education and training for young people).

The Children and Young People's Plan overview, provides the strategic policy on access for vulnerable groups, access and equity and local service (Pg 5-9). North Yorkshire Children's Trust has committed to universal and targeted services being available within locality areas to improve access and reduce travel. To support this Children Centres are being built in every local community (up to 40 by 2011).

All services are expected to plan on the basis of consultation with children, young people and their parents, including responding to their needs in relation to services which involve meetings and events. The consultation carried out to assist in the planning of services is recorded in NYCC through the Service Performance Plans (section 4.3).

1.3 Is the information and communication provided accessible to everyone?

Is information and correspondence [accessible](#) and does it use appropriate language? Do your documents include an Accessibility Statement and will you provide information in other formats on request (or prepared in advance where necessary)? Remember to think about the needs of people who are disabled or people whose first language is not English. Can customers contact your service easily and accessibly in a range of different ways? Do people know how to

The Children and Young People's Plan is a large and complex document, and as such contains technical terms in relation to services and policies. All such terms/acronyms are explained in the Glossary in the document.

The size of font is small to reduce document size, but this may restrict access for people who are not accessing it via an enlarge zoom electronically.

There is a poster version of the Children and Young People's Plan,

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contact you?

Does information avoid the use of stereotypical language, or negative images of different groups of people? Does the information adhere to the principles of the [social model of disability](#)?

which has been designed by young people, targeted at children and young people. This is also available in a symbol version. These posters have been distributed to all schools and settings across North Yorkshire, including Youth Centres, IYS hubs and Children's Centres.

All publications are available in other languages or in audio on request via the Communications Unit. A symbol with an accessibility statement will be included on the refresh document to highlight access to this.

The Children and Young People's Plan includes specific priorities on improving access to information for children, young people and their families, including the development of the Families Information Service (reference: Strategy for LDD, Improve access and inclusion to reduce disadvantage to vulnerable groups, Improve access to high quality information, advice and support). The detail for each priority can be found in the Children and Young People's Plan and relevant supporting documents as referenced in the Plan.

The Children and Young People's Service is accessible in a number of ways, through the customer contact centre, local access points, internet, telephone and email; and also through local children's services, including Children's Centres, Integrated Youth Support Hubs, Youth Centres, Outdoor education facilities, Children's Social Care residential units, helplines such as the Families Information Service and social media sites such as Twitter and the 'GIMI' youth portal.

Information on how to contact the Council is provided in the NY Times paper which is distributed to every household, and is published on the Children and Young People's Plan, all relevant Children's publications

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and the internet.

The Children and Youth People's Plan images have been selected to show a range of children and young people from different groups of people and from a range of ages, with as many local images as possible. There are very few images of adults as the plan is for children and young people.

1.4 How is your service/policy delivered?

Do you charge for your services? Do these charges affect everyone equally? Do some customers incur greater costs or get 'less for their money'? Are there eligibility criteria for the service/policy?

Does the Council deliver this policy in partnership or through contracts with other organisations? How do you ensure that external bodies comply with the Council's equality requirements?

Is the policy delivered with volunteers? Does this raise any implications e.g. training needs? Are volunteer opportunities available to all?

The Children's Trust governance arrangements (www.nysp.org.uk/html/thematic-partnerships/children-and-young-people) outline how the Children and Young People's Plan will be developed and implemented across all children's services, including compliance with equalities and it is applicable to voluntary organisations. Where services are commissioned under the Children and Young People's Plan, this is done in accordance with the principals of the Joint Commissioning Strategy, and in line with NYCC Corporate Procurement guidelines to ensure fairness and equity.

The statement of purpose within the Children and Young People's Plan (in the "Working Together" section) outlines the commitment to work for all children and young people to achieve the five outcomes, focusing on individualised support and differentiated services to cater for a range of needs. A model of universal, targeted, specialist and intensive support has been applied across our services, with assessment processes in place to ensure the right service for child, young person or family's needs.

For each action within the Children and Young People's Plan, a lead is assigned (Next Steps document) and the action should be included in the relevant Service Performance Plan. The training requirements are

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detailed in the affiliated Workforce Plan.

Strategic workforce issues are taken forward by the Children's Trust Workforce Group, which has created the 'One Children's Workforce' training programme. This includes specific training where needs are identified, for example training on transition management for young people who require ongoing support from adults services (for example. young people with a severe disability)

In the 'Use of Resources' section within the Children and Young People's Plan, it outlines the differential resource to meet specific needs, to ensure the five outcomes can be supported for all children. Appendix B of the CYPP shows the planned spend for the different levels of need and for specific groups. This is linked to the County Council's Mid-term financial plan.

Guidance on the recruitment and deployment of volunteers is provided within the "Manger's guide to working with volunteers". This is new guidance which will require publicising within the CYPS.

Don't forget to transfer any issues you have identified in this section to the [Equality Action Plan](#)

2. Data, Monitoring, Consultation and User Involvement

Please consider issues around impacts (positive or negative) raised for **Disability, Age, Sexual orientation, Faith, Race and Gender** and show your evidence

2.1 What data do we use now? Is it broken down by equality and diversity categories?

How current is the data? Where is it from? Is it relevant? Are the equality and diversity categories consistent across all the data used?

The Children and Young People's Plan is based upon a comprehensive needs analysis which includes:

- analysis of consultation from children, young people, parents and staff
- performance and statistical data across all services for children and young people.

The data is collected through the Performance and Outcomes Management Information Team, and includes a range of educational, care, health and activity data. The majority of data can be analysed against vulnerable groups and most equality and diversity categories. The data used is the most up to date available, drawn from live case systems, surveys and national statistics.

There is limited faith data, partially as a result of non inclusion in the national school census collection.

There are very few examples of analysis by sexual orientation. This is primarily due to the age group served by the Children and Young People's Plan.

The consultation information from parents for the 2008-11 was analysed by area and by parents of children with LDD, but was not analysed by equality and diversity categories these will be considered for use in the future

Equalities monitoring is available for case work as well as use of the majority of services. All new systems commissioned to support children's services include equalities monitoring.

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	<p>The needs assessment will be published alongside the CYPP at www.nysp.org.uk/html/thematic-partnerships/children-and-young-people)</p>
<p>2.2 Are there areas where we need more information? How could we get this information?</p> <p>What data is available? Do other directorates, partners or other organisations hold relevant information? Is there relevant information held corporately eg compliments and complaints? Are there national datasets that would be useful? Is there relevant census data? Do you need to collect more data? How could you do this?</p>	<p>The data available is accessible on ISIS (http://intranet/directorate/cyps/strategic_services/isis/Pages/Home.aspx) This includes locality profiles for each area in North Yorkshire.</p> <p>The Governance Arrangements and the Children and Young People's Plan (referenced previously) outline the strategic commitment to share data across services. This is supported by the General Framework for Information Sharing (see above reference)</p> <p>The Performance and Outcomes Team within the Children and Young People's Service act as a conduit for data, including the collation of datasets for strategic groups and the Local Children's Safeguarding Board.</p> <p>Additional data that the Trust is looking to share includes real-time demographic data and births to teenage parents. This is being taken forward through the creation of a Performance and Commissioning Sub-Group of the Children's Trust.</p>
<p>2.3 What analysis have you carried out on the data?</p> <p>Does analysis include general demographic and local specific trends such as ageing, migration and the nature of minority ethnic communities and other diverse groups? Does it include trends about specific sectors as appropriate eg education, transport, housing, retail and business opportunities?</p>	<p>See Needs Assessment and CYPP Annual Review. This is based upon analysis of data trends and a specific focus is given to the performance of vulnerable groups, for example children with LDD and Looked After Children. Where possible trend information is provided and comparison with national figures, regional figures and statistical neighbours.</p> <p>The data is then shared with multi-agency 'Outcome Groups' who</p>

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Does it identify the level of take-up of services by different groups of people? Does it identify how potential changes in demand for services will be tracked over time, and the process for service change?

Is it free of generalisations or stereotypical notions about people of different groups? Does it reflect the diversity of North Yorkshire? Does it identify the equality profiles of users/beneficiaries and staff?

review the data, national policy, best practice, consultation information and progress against activities to identify the appropriate actions.

Each service within the Children and Young People's Plan remit carries out data collection and analysis for service improvement. Details of this are included in Service Performance Plans (section 5.0) and Self-Evaluation Forms.

Monitoring of service take-up is done at service level, and this aggregated into the Children and Young People's Plan dataset (See Appendix D) in the Children and Young People's Plan.

Ongoing analysis is carried out by the Performance and Outcomes Team, with the mid-year review and annual review having additional focus on the progress for the priority groups who may be vulnerable due to their circumstances, as agreed by the Trust.

2.4 What does the analysis of the data show?

Does the data show any differences in outcome for different groups? Eg differences in take up rates or satisfaction levels across groups. Is it what you expected? Does it change earlier assumptions?

Please include data and analysis as an appendix

The Annual Review provides a summary of performance, and actions for the next year. It also includes a focus on progress for specific groups.

Trends for specific groups are tracked. Current concerns are falling health outcomes for LAC, suitability of accommodation for care leavers and relatively low educational achievement of GRT.

2.5 What are the mechanisms for the ongoing monitoring of progress on your policy/service, or monitoring take-up of your service?

The Children and Young People's Plan has an agreed monitoring cycle (document attached as appendix) at the Children's Trust level.

2. Data, Monitoring, Consultation and User Involvement

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Given the information above do monitoring mechanisms need to be altered to make sure that all the required data is captured? What monitoring techniques would be most effective?

What performance indicators or targets would be used to monitor the effectiveness of the policy/service?

How often does the policy/service need to be reviewed? Who would be responsible for this?

Within North Yorkshire County Council Children and Young People's Service (CYPS) the Children and Young People's Plan is integrated into the Service Performance Planning Cycle (attached as appendix). The service self-evaluation, including performance and consultation review, helps to inform the CYPP annual refresh needs assessment. Once the CYPP needs assessment has been considered and improvement priorities and actions agreed on the basis of the evidence, a 'next steps' document is produced. This identifies the lead and supporting strategy for each action within the Children and Young People's Plan.

Within CYPS, the senior management teams ensure the actions are included within the Service Performance Plan, including any additional training issues and equality and diversity issues. These are monitored quarterly, in accordance with the Service Performance Plan guidance.

The Children and Young People's Plan must be reviewed annually in line with statutory guidance, and this is conducted by the Children's Trust, with the Director of the Children and Young People's Service accountable for this work. It is the responsibility of the Principal Performance Officer to ensure this takes place. The Equalities and Diversity group within CYPS provides challenge for the actions and progress within the CYPP.

The performance indicators used to monitor the effectiveness of the CYPP are detailed in Appendix D of CYPP.

2.6 Does your service meet the needs of all customers?

The Children and Young People's Plan is based upon a rigorous needs assessment, which includes data comparison for different areas and

2. Data, Monitoring, Consultation and User Involvement

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How do you know? How do you check?

Do some needs/priorities 'miss out' because they are a minority not the majority? Is there a better way to provide the service to all sections of the community?

different groups, and incorporates satisfaction surveys and complaints and commendations information.

The delivery of services and their equitable provision is planned in the relevant Service Performance Plans. Section 4.3 provides for service level analysis of user feedback, complaints and commendations and review of performance. Compliance with inclusion access and equality and diversity issues should be addressed in section 8.1 of the Service Performance Plan

2.7 What consultation have you already done that you can use to inform this impact assessment? Please summarise the main findings from the consultation

Can you analyse the results of this consultation by social identity eg race, gender, age, disability, faith, Sexual orientation. Who did you consult and how? What are the main findings? Are there differences in response between different groups? Are more findings to come?

If this is an update please say when this information has been added. Did you find that some groups felt that they were adversely affected by the policy/service? Did you feedback the findings of the consultation to those who were involved?

The Children and Young People's Plan is based upon a comprehensive needs analysis which includes:

- analysis of consultation from children, young people, parents and staff
- performance and statistical data across all services for children and young people.

The data is collected through the Performance and Outcomes Management Information Team, and includes a range of educational, care, health and activity data. The majority of data can be analysed against vulnerable groups and most equality and diversity categories. The data used is the most up to date available, drawn from live case systems, surveys and national statistics.

The CYPP 'Needs Assessment' reviews at the front of each 'outcome' summaries the main findings from the consultation.

The results of the consultation are included in the published needs assessment, but further work could be done to feedback directly to children, young people and families.

2. Data, Monitoring, Consultation and User Involvement

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2.8 What is the communication strategy to advertise and promote your plan, policy or service?

The Children and Young People's Plan has a specific section on communications with the Working Together Section, which outlines the actions regarding communications.

The Children and Young People's Plan is promoted through a wide range of media, including North Yorkshire Times, the NYSP and NYCC internet sites, Comprehensive distribution to all services involved with the Children's Trust, including access points, schools, settings, GP services and the voluntary sector. A summary document and staff guidance has been distributed to over 2000 staff across the Children's Trust.

A supporting newsletter 'Changing Times' is produced six times a year and distributed across services.

Leaflets and posters have been displayed in schools and settings, for example Children's Centres, Youth Centres and public offices. Further consideration for wider communications is planned for 2009-10 with the development of a Communications Strategy for the Children's Trust.

2.9 Is there any more consultation that you need to do to inform this impact assessment?

On going consultation as identified by Services and set out in their SPPs.

Have you identified information in other sections of this EIA that you need to assess the impact on different groups of people?

2.10 How and when you will consult service users about this policy/service in the future?

The Children and Young People's Plan builds upon ongoing participation and engagement work across services (as detailed in service performance plans), and in particular through the Development Workers funded to support participation activities across all services,

What do you want to find out? Who will you consult with? What

2. Data, Monitoring, Consultation and User Involvement

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method will you use; what are the potential or known barriers of your chosen method? How will you overcome this? Have you considered the accessibility of your consultation? (see [consultation toolkit](#))

When will findings be available? Will the consultation/involvement be ongoing, regular or a one-off?

and for those doing targeted work with Looked After Children.

Three yearly activities (the development of a new plan)

- Extensive parents survey
- Analysis of annual engagement and participation work
- Specific consultation activities with children and young people
- Tellus Survey/ Health Related Behaviour Questionnaire of school children
- Analysis of commendations and complaints
- Consultation with general public through web and North Yorkshire Times
- Consultation with Parish Councils
- Multi-agency staff consultation

Annual Activities

- Parents survey (linked to childcare sufficiency process from 2009)
- Analysis of annual engagement and participation work
- Tellus Survey/ Health Related Behaviour Questionnaire (biennial)
- Analysis of commendations and complaints

The Children's Trust has committed to the HyBRiD principals and is committed to ensuring a range of engagement and participation activities to ensure that the voices of all children, young people and parents can be heard. Examples of this include, Youth Councils, Young Person's Council, including the development of the virtual LDD Council, schools councils, parents forums, surveys, one-one activities, service feedback and evaluations, comments and suggestions opportunities, open days, targeted work with specific groups, for example Young

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	offenders, teenage parents.
<p>2.11 Will you use existing consultation mechanisms?</p> <p>Will consultation utilise existing NYCC communication, consultation and engagement mechanisms rather than setting up new mechanisms? Eg the Citizens panel, disability reference groups, the employee equality forum?</p> <p>If not please explain why</p>	<p>The Children and Young People’s Plan draws on existing consultation and engagement processes across the service, as detailed in the Needs Assessment and Service Performance Plans.</p> <p>For the three yearly development of the Children and Young People’s Plan specific additional consultation is held as detailed above.</p>
<p>2.12 What do people from different groups want?</p> <p>Have you asked people from different groups what they need or want? What was the outcome of this? Is this reflected in your policy/service</p>	<p>See Needs Assessment. This is categorised into children and young people, parents, staff and public. The Children and Young People’s Priorities are based upon the views of children, young people and their parents, along with consideration of performance data and national and local policy.</p> <p>The ‘Improvement Priorities’ within the Children and Young People’s Plan were developed as a direct result of the analysis of consultation.</p> <p>The current Needs Assessment does not distinguish views based upon Sexual Orientation or Faith as analysis has been limited for these areas.</p>

Don’t forget to transfer any issues you have identified in this section to the [Equality Action Plan](#)

3. Best Practice

Please consider issues around impacts (positive or negative) raised for **Disability, Age, Sexual orientation, Faith, Race and Gender** and show your evidence.

3.1 Is there a Lead Officer at a senior level for this policy/function?

Is the Lead Officer fully aware of equality and diversity issues generally and those specific to this policy? Are they regularly briefed/updated on equality and diversity?

DCS, who is the corporate lead on equalities.
DCS is a member of the Champions Group (CEDAG)

3.2 Are staff training needs identified?

Do staff understand wider equality and diversity issues and the issues specific to this policy? Are staff sufficiently aware of equality and diversity issues to allow them to signpost to information about this and other policies, plans or services - to promote better customer care?

If training needs identified contact your [Directorate representative](#).

All CYPS staff receives Web based training on equalities as part of the corporate equalities training and it is embedded through the service performance plan and appraisal system.

Relevant training actions are included as part of the Service Performance Plan.

3.3 Is the role of key partner organisations identified?

Are key partners identified and their role in equality and diversity issues explained?

The Children's Trust governance arrangements outline the roles and responsibilities of all partner agencies, including the role in equality and diversity. The Children and Young People's Plan, signed up to by all organisations within the Children's Trust, includes an equalities statement and associated actions for all partners (see page 87-88)

CYPS are committed to delivering these principles and actions in all the work they do. This will be reflected in all strategies and policies that sit under the Children and Young People's Plan. A list of policies that relate to the Children and Young People's Plan has been risk assessed to ensure all policies are compliant with the equality and diversity duties and their impact is assessed.

3. Best Practice

Please consider issues around impacts (positive or negative) raised for **Disability, Age, Sexual orientation, Faith, Race and Gender** and show your evidence.

3.4 Does the policy/service link with and support the Council's Strategies?

The CYPP is linked directly to Sustainable Communities Strategy, as detailed in the Working Together section (pg 83).
The delivery of the Children and Young People's Plan supports the Social Inclusion Strategy, both in principles, and also within CYPS through the Service Performance Plan Framework. Each CYPS action within the Plan is incorporated into the Service Performance Plans through the 'next steps' process.

3.5 Does the policy contribution to better [community cohesion](#)?

Does it promote good relations between different communities?

The CYPP has specific Improvement Priorities for ethnic minorities, including 10 specific actions for Black and Minority ethnic groups in 2008-9, and a proposed 16 specific actions for 2009-10.

In addition, broader Community Cohesion actions include intergeneration work within Make a Positive Contribution, inclusion for children and young people with Learning Difficulties and Disabilities through the comprehensive SEN and Behaviour Services Review, Short Breaks for Disabled Children and developments to promote their engagement in service developments.

Schools now have a statutory duty to promote community cohesion. A consultant for social inclusion is now in post and working with them. The Inclusion Quality Mark provides a framework for schools to evidence their impact to promote community cohesion, and by which their progress can be judged.

North Yorkshire has a growing BME population, including significant numbers of migrant workers from the EU. CYPS employ Community Cohesion Workers to engage with these groups and to support partnership activities that address issues, celebrate diversity and build cohesive communities.

3. Best Practice

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CYPS has with NYSP partners, secured 3 grants to support Ethnic Minority Achievement, providing additional staff to support schools, provision of additional ESOL for parents and a community cohesion development worker based with Harrogate CVS.

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4. Action Planning

Please consider issues around impacts (positive or negative) raised for **Disability, Age, Sexual orientation, Faith, Race and Gender** and show your evidence.

4.1 Has an adverse impact been identified for one or more groups?

Has the consultation or data analysis shown anything in the policy, plan or service that results in (or has the potential for) disadvantage or discrimination towards people of different groups? Which groups?

There is no evidence to suggest this plan disadvantages vulnerable people or discriminates on the grounds of disability.

This plan does aim to advantage vulnerable groups, or groups in vulnerable locations. This is justified on the basis that considerable long term financial and quality of life benefits will accrue to wider society, from the full engagement and inclusion of potentially excluded groups and individuals.

Specific service impact is identified at service group level, through the Equality and Diversity actions plans, designed to drive improvement through the Service Performance Planning Framework.

The Children and Young People's Plan outlines the priorities for improvement across all services for all children and young people. The priorities and supporting actions are based upon a rigorous and comprehensive needs assessment. The CYPP makes provision for universal services to all, improving equity and access to services, and provision for differentiation based upon individual needs and circumstances, including Rurality. It provides a framework for equalities and diversity across the Children's Trust through the Overview, Statement of Purpose and Equalities Statement, supported by the formal Governance Arrangements.

4.2 How could the policy be changed to remove the impact?

Have you considered all the different options? If you feel that you don't have enough information to decide this, one of your actions may be around gathering more information.

The Children and Young People's Plan is reviewed annually and the actions within it will be monitored quarterly through Service Performance Plans. This provides the opportunity to revise the Children and Young People's Plan in light of the impact reviewed quarterly.

4. Action Planning

Please consider issues around impacts (positive or negative) raised for **Disability, Age, Sexual orientation, Faith, Race and Gender** and show your evidence.

4.3 Are you planning to consult people on the outcome of this impact assessment?

When and how will you do this? How will you incorporate your findings into the policy?

The Equalities Impact Assessment will be published alongside the Children and Young People's Plan on the internet, and identified actions will be incorporated into the final revision of the Children and Young People's Plan.

4.4 Can any adverse impact be justified?

If the adverse impact will remain, can this be justified in relation to the wider aims of the policy or on the grounds of promoting equality of opportunity for one target group?

Specific service impact is identified at service group level, through the Equality and Diversity actions plans, designed to drive improvement through the Service Performance Planning Framework. Where adverse impact is identified it will need to be addressed and qualified

4.5 Are equality and diversity principles promoted and mainstreamed?

Even if there isn't any adverse impact could action be undertaken to promote and mainstream equality and diversity principles? Is best practice being followed, and being disseminated to others?

The Children's Trust governance arrangements outline the roles and responsibilities of all partner agencies, including the role in equality and diversity. The Children and Young People's Plan, signed up to by all organisations within the Children's Trust, includes an equalities statement and associated actions for all partners (see page 87-88)

CYPS are committed to delivering these principles and actions in all the work they do. This will be reflected in all strategies and policies that sit under the Children and Young People's Plan. A list of policies that relate to the Children and Young People's Plan has been risk assessed to ensure all policies are compliant with the equality and diversity duties and their impact is assessed.

4. Action Planning

Please consider issues around impacts (positive or negative) raised for **Disability, Age, Sexual orientation, Faith, Race and Gender** and show your evidence.

4.6 Are there any other equality issues that haven't been covered through this impact assessment?

Are there any other sections of the community that are affected?

The Children and Young People's Plan provides the strategic context and priorities for Children's Services. The underpinning policies and strategies that deliver the work within the children and young people's plan will consider any additional and specific equalities issues either through the Service Performance Plan, or in additional equality impact assessments. All policies and strategies have been risk assessed, and those identified as higher risk will have specific equalities impact assessments, for example Children Social Care policies.

4.7 Service Performance Planning

Are equality issues addressed in your service performance plans?
How will the issues raised in this Impact Assessment be incorporated into your mainstream planning?

How will equality issues be monitored?

Service Performance Plans address equality issues (section 8.1). Issues raised are incorporated into the Service Performance Plan Action Plan, which is monitored quarterly by the relevant Senior Management Team.

Each service group also has completed an equalities and diversity self-assessment and associated action plan, which is monitored by the CYPS equality and diversity monitoring group.

Don't forget to transfer any issues you have identified in this section to the [Equality Action Plan](#)

Equality Action Plan

Issue	Considerations	Objective	Action	Timescale & Lead Officer
<p>What are the key equality issues identified from the assessment and consultation and data analysis phases?</p>	<p>Are there any legal considerations/ implications? Can less favourable treatment be justified? Are there any other changes that need to be considered? Have you sought advice? Who from?</p>	<p>What outcome would you want to achieve? Is it achievable?</p>	<p>What improvements could you make to achieve this outcome? What resources will you require to achieve this outcome?</p>	
<p>This equality impact assessment covers the priorities for the CYPP. There are however areas of work with children and young people that do not fit entirely within the umbrella of the CYPP and for these, separate EIAs will be completed.</p>	<p>All planning and delivery of services must consider equality and diversity impact.</p> <p>Wherever possible services should remove or reduce any negative impact.</p> <p>Applying diversity and equality can sometimes result in a disproportionate impact for some groups. This should be balanced against the expected wider societal and economic impact to be achieved over time.</p>	<p>There is evidence in planning and delivery that E&D impact has been considered.</p> <p>Where appropriate, separate EIAs will be completed.</p> <p>In all cases E&D priorities will be included within service level SPPs and subject to review as part of the performance monitoring of the CYPP.</p>	<p>Service level Performance Plans should be checked to ensure set Equality and Diversity priorities reflect both the overarching CYPP priorities</p> <p>Local E&D priorities identified by the service</p>	<p>Lynette Dodds, Principal Performance Officer July 2009 – March 2010</p> <p>AD (CYPS)</p>

<p>The size of font is small in order to reduce the document size, but this may restrict access for people with poor vision.</p>	<p>Document must be available in a range of formats on request.</p>	<p>CYPP can be accessed by all.</p>	<p>Ensure that the CYPP includes the accessibility mark</p>	<p>Lynette Dodds, Principal Performance Officer July/ August 2009</p>
<p>There is limited faith data, partially as a result of non inclusion in the national school census collection.</p>	<p>There are no data sets available which can provide information by faith.</p> <p>We would be in breach if we do not consider impact by faith group.</p> <p>There are arrangements for consulting with faith schools.</p> <p>Guidance on faith issues has been issued to schools. This can be expected to minimise stereotyping and negative impacts.</p> <p>Moslem children and young people have been consulted with in 1:1 and focus groups.</p>	<p>Information about differential impact on faith groups is available and being acted on.</p>	<p>School actions and outcomes are monitored via Quality Standards for Inclusion, with challenge.</p> <p>Faith schools continue to be consulted with via Diocesan groups.</p> <p>Workforce reform and development to include training on possible impact of faith.</p>	<p>Q&I lead - Simon Ashby September 2009 - March 2010</p>

<p>There are very few examples of analysis of data by sexual orientation. This is primarily due to the age group served by the Children and Young People's Plan</p>	<p>The workforce profile is monitored by HR, data is available for gender, age, BME and disability groups. Trends have been identified and an action plan produced.</p> <p>Learner outcomes are monitored by Q&I and settings are challenged/supported as appropriate.</p>	<p>Information about differential impact by sexual orientation is available and being acted on.</p>	<p>Continue to monitor workforce and learner outcomes.</p> <p>Service performance plans to address specific issues.</p>	<p>CYPS E&D lead officers September 2009 - March 2010</p>
<p>The results of consultation are included in the published needs assessment, but further work could be done to feedback directly to children, young people and families.</p>	<p>This will be addressed through the communication strategy for the Children's Trust.</p>	<p>Effective feedback to children and young people is provided routinely and compliant with HYBRID model.</p>	<p>Inclusion in Communications Strategy for the Children's Trust</p> <p>Support the development of a Corporate consultation database.</p>	<p>Lynette Dodds, Principal Performance Officer September 2009-March 2010</p>
<p>The consultation information from parents for the 2008-11 CYPP was analysed by area and by parents of children with LDD, but was not analysed by other equality and diversity categories.</p>	<p>We need to be sure that we hear the voice of all vulnerable groups.</p> <p>It has been difficult to reach some groups because of their dispersed nature, or lack of self-organisation. There has been a concerted effort across the NYSP partnership to address this.</p>	<p>Disaggregate information by all equality and diversity categories.</p> <p>Where this cannot be done, establish specific consultation mechanisms for those groups we are not hearing.</p>	<p>Establish systems to analyse information by equality and diversity categories.</p>	<p>Simon Moss, Principal Research and Information Officer September 2009-March 2010</p>

<p>The Children's Trust is considering how to share real-time demographic data concerning teenage parents and their children.</p>	<p>Teenage parents and their children often experience worse well-being outcomes than their peers.</p> <p>This is a key priority at a local and national level.</p>	<p>Partner agencies are able to exchange data and develop shared intelligence. This can be expected to contribute to a reduction in the incidence and impact of teenage pregnancy.</p>	<p>Establish a Performance and Commissioning Sub-Group of the Children's Trust, which will make recommendations.</p>	<p>David O'Brien, Performance and Outcomes Manager. September 2009 – March 2010</p>
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5. Publicity and Communication of the Equality Impact Assessment

Please consider issues around impacts (positive or negative) raised for **Disability, Age, Sexual orientation, Faith, Race and Gender** and show your evidence.

	<u>Evidence</u>
<p>5.1 How will these results be published?</p> <p>Include reference to how results will be made accessible, plain English, summary/key points, who is the audience eg staff, community, service user etc.</p>	<p>Full version on request. Published on Internet.</p>