



## Equality Impact Assessment (EIA) Form (Initial Screening & Full Impact Assessment)

Name of policy <sup>1</sup> or function <sup>2</sup> being assessed	Policy / Function Status		
Children, Young People and Families Plan 2016-20	New	Revised *	Existing
Directorate/Service Area	Date EIA Completed		
Children, Adult and Family Services: Commissioning	4 April 2016		
Lead Officer for this EIA	Contact Number		
Jane Fallows Lauren McCue	01782 235891 01782 236753		

### Initial Screening Process

#### Identifying the aims of the policy

##### What is the main purpose and scope of the policy/function?

The Children, Young People and Families' Plan is produced on behalf of the Children and Young People's Strategic Partnership. It continues to set the direction towards making improvements to the lives of children and young people over the next four years.

The plan ensures that the local authority, as a partner of the Stoke-on-Trent Children and Young People's Strategic Partnership, will continue to put children, young people and families at the heart of everything we do. We will ensure that services are properly planned, resourced and effectively targeted in order to support all of our children, young people and families living in our city in particular the most vulnerable.

The plan sets out the priorities for children and young people in Stoke-on-Trent for the next four years.

Whilst there is no longer a specific requirement to produce a statutory Children, Young People and Families Plan, Department for Education guidance states that partnerships are free to continue to do so where it makes sense locally.

From 2016 the requirement to produce a Child Poverty Strategy will be incorporated into the Children, Young People and Families Plan as the overarching strategic plan for children. The plan contributes to the priorities set out in the Stoke-on-Trent Joint Health and Wellbeing Strategy. This will ensure that all services and partners have regard to it when planning their own services.

This will meet the statutory requirements of the Child Poverty Act 2010.

<sup>1</sup> Definition of policy = This can include policies, procedures, guidance, strategies and/or plans

<sup>2</sup> Definition of function = Broad areas of activity, duties or powers – usually a service or set of services, including services which are provided internally

## **What are the intended outcomes of the policy/function, and what could contribute to/detract from the delivery of these outcomes?**

The aim of the plan is to improve outcomes for children, young people and families across a range of different aspects of their lives, such as their health, education and safety. It sets out our key priorities and also our key principles that will help us to deliver the plan. By delivering the plan, we intend to improve outcomes for all children living in the city, with a particular focus with those who are most vulnerable.

The plan is being developed across the partnership at a time of financial uncertainty and reductions in funding. Therefore, it is vital that the plans and targets set are achievable with the resources available through the local authority and partnership. For 2016-20, our key priorities for children and young people are:

- Reduce the impact of Child Poverty
- Make a positive difference for children and young people through parenting
- Provide early help and support for children and families that need it most
- Improve emotional wellbeing and mental health
- Prepare young people for adulthood (shared priority with the Adult Strategic Partnership)
- Improve skills and employability (shared priority with the Adult Strategic Partnership)

Children and families in poverty, although covered through its own priority, is also embedded throughout the other priorities contained within the plan. Our key focus is to reduce the impacts of child poverty in the city.

The plan has been developed in partnership and in accordance with the 'Brown Principles' of due regard and the general duties of the Public Sector Equality Duty. The views of children and young people have played a key part in this. Children and young people from primary, secondary, special schools and colleges contributed to the planning process through Local Democracy Week events.

Partners (through the Children and Young People's Strategic Partnership Board and wider partnership network) have been consulted through partnership planning events, and Board members have been fully involved in the final sign off of the plan. Partners are fully committed to continuing to develop and deliver a Children, Young People and Families' Plan therefore there is no expected opposition or negative reactions to the plan as consultation has been ongoing.

## **Who is intended to benefit from this policy/function and how?**

Children, young people and families will benefit from the delivery of this plan, particularly those that may be vulnerable or at risk. Specific focus will be given to particular groups, such as children supported so that they achieve their educational potential, children living in poverty, children at risk of harm, care leavers and children with additional needs. Whilst specific focus on particular recognised equality groups may not be obvious, it is recognised that most priorities will have a positive impact on some of these groups (such as disabled children and pregnant women).

Governance relating to priorities and actions that are impacting on child poverty will be through the Children and Young People's Strategic Partnership Board. This will ensure that children and families living in poverty have a high priority in other partner strategies and will have consideration when decisions are being made by the local authority and partners.

## Assessment of Impact

List readily available and/or naturally occurring evidence, including consultations, to support decisions regarding the impact that the policy/function may have on the equality target groups

Our Children, Young People and Families' Plan has been developed based on robust evidence in our Joint Strategic Needs Assessment (JSNA). The JSNA is available here - [www.stoke.gov.uk/jsna](http://www.stoke.gov.uk/jsna). This JSNA is a robust and comprehensive assessment of the needs of our population, including children and young people.

[JSNA Outcomes Report 2015](#) compiles a summary of indicators relating to the health and wellbeing needs of the population of Stoke-on-Trent. It is produced as part of our JSNA process and based primarily on the Public Health Outcomes Framework but includes some additional indicators and information from other frameworks and sources. These are detailed throughout the plan.

As stated earlier, there has been significant involvement and consultation with partners involved in delivering these services and with children themselves.

We have given the general public two opportunities to contribute through consultations hosted on the city council website and those of partner agencies. The first consultation took place from 11 November 2015 to 22 November 2015 and had a focus on the emerging priorities. The second public consultation took place from 28 January 2016 to the 21 February 2016 and sought views on the draft Children, Young People and Families' Plan. The feedback from both consultations was recorded and used to develop the final version of the plan.

Annual reports on progress made will be published to assess the impact of the priorities and actions.

If monitoring data is not available for the people who are affected, or are potentially impacted by, the policy/function – please specify the arrangements that will be made to collect this or provide reasons for not doing so

Please see above.

Taking into account all the evidence available to you so far indicate where you think that the policy/function could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or potentially be discriminatory. Indicate where you think the policy/function could have an intended or unintended **positive impact** on any of the groups to promoting diversity and equality. Where the policy/function is not relevant to a particular group or has no potential impact indicate as neutral. Please give reasons for each outcome:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
<b>Age</b>		*		The plan is aimed at children and young people (0-19 and up to 25 for young people that have a special educational need and/or disability) and also sets aims and objectives that will improve outcomes for families. A summary plan for children will also be published.
<b>Disability</b>		*		The plan includes actions to support families with children with disabilities so that they achieve their identified outcomes and can live ordinary lives.
<b>Gender - including transgender and issues relating to pregnancy and maternity</b>		*		The plan covers all children and young people and includes improving outcomes for pregnant women, mothers and babies.
<b>Race/Ethnicity</b>			*	The plan covers all children, young people and families. The plan does not discriminate based on race or ethnicity.
<b>Religion or Belief</b>			*	The plan covers all children, young people and families and does not discriminate based on religion or belief.
<b>Sexual Orientation – including issues relating to marriage and civil partnerships</b>			*	The plan covers all children, young people and families and does not discriminate based on sexual orientation.

**Are there any concerns about other minority populations (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the function or policy's operation, or who may receive unequal treatment?**

There are no concerns about any additional minority populations as the main focus of the plan is to improve outcomes and reduce inequalities between vulnerable groups and their peers. Our vision continues to be that all children and young people in the city are happy, safe and healthy, inspired and enabled to succeed.

The plan has a strong focus on a number of key priorities which will improve the lives of children, young people and their families. Driving forward our priorities of parenting, early help, emotional health and wellbeing, skills and employability and preparing young people for adulthood will reduce and mitigate the impacts of child poverty and will provide help to those families who need it most.

**If an adverse negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or any other reason?**

N/A

**Does the policy or function directly discriminate against any section of the community?**

Yes	No *	Comment
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**Does the function or policy indirectly discriminate against any section of the community?**

Yes	No *	Comment
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**Should this function or policy proceed to a full Equality Impact Assessment?**

Yes	No *
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If a full EIA is not required:

**Could you minimise or remove any potential negative impact identified? (Explain how)**

The assessment has not revealed any potential negative impact.

Signed (lead officer): Lauren McCue

Signed (lead manager): Jane Fallows

Date: 4 April 2016

# Full Equality Impact Assessment

## Planning a full equality impact assessment

Begin by recalling:

- your function or policy purpose and scope
- who will benefit or be affected by the policy or function (the target population)?
- who might be the excluded or marginalised groups within the target population?

### Could you minimise or remove any potential negative impact identified? (Explain how)

The assessment has not revealed any potential negative impact. The plan is in place to improve outcomes for all children and young people in Stoke-on-Trent.

## Consultation

- Carryout a consultation, that reaches the identified excluded or marginalised groups.
- Ensure all relevant employees and staff support groups are consulted.
- Attach a list of those consulted, together with the responses and any additional evidence.
- Review the consultation in terms of inclusivity and equality by asking:
  - What are the views of those consulted on the contribution that the function or policy makes to equal opportunities and inclusion?
  - Are there any differences in responses between different groups?

Summarise the outcomes here:

What is your assessment, based on all the evidence from the whole process?

Conclusions: Choose between: (*Tick box as appropriate*)

The function or policy has a positive impact on a particular group, groups or individuals	
The function or policy has a negative impact on a particular group, groups or individuals	

Based on the comments given in the EIA, you should draw up an action plan that highlights all the issues and states how they will be addressed.

The action plan must form a part of your business planning process to ensure an effective outcome.

The completed Equality Impact Assessment must be published on the Council's website.

Ensure feedback is given to those who participated in the consultation.

Signed (lead officer): Jane Fallows

Date: 4 April 2016

I am satisfied that positive/negative impact has been supported with clear evidence and any negative findings have been justified.

I am satisfied that feedback has been given to those who were consulted.

I confirm that the comments will be included in the business planning process.

Comments:

Signed (Service Manager): Kerry Madden

Date: 4 April 2016