

## **Equalities Impact Assessment – Children & Young People Plan (CYP Plan)**

### **1. Aim and Scope of the EIA of CYP Plan**

- 1.1 The purpose of the CYP Plan is to provide clear vision and to direct children and young people service improvements in the city, whilst at the same time ensuring improved access, quality of care and value for money.
- 1.2 The draft CYP Plan (2009-2012) has been developed after consultation with service users, CYPT partners and staff. It will supercede the previous (first) CYP Plan (2006-2009).
- 1.3 The purpose of this EIA is to identify any discriminatory aspects of the CYP Plan and to ensure service developments are inclusive. Workforce development has also been held in mind and taken into account. Barriers to inclusion are reviewed in service Equality Impact Assessments (EIA) to ensure clear rationale for actions are provided or actions to address identified issues are raised to be included in the CYP Plan.

### **2. Different Strands of C&YP Scope:**

- 2.1 Making every C&YP matter
- 2.2 Needs analysis
- 2.3 Delivery plan
- 2.4 Resources and performance management

### **3. Different Groups included in the consultation:**

- 3.1 Young people (via Youth Council)
- 3.2 Parents and carers (via Parents Forum)
- 3.3 CYPT staff and managers
- 3.4 CYPT partners
- 3.5 Consultations for Service EIAs will be used to inform annual equalities review of the CYP Plan

### **4. Potential impact on these groups**

- 4.1 Families excluded from C&YP service transformation or developments through absence of information in an accessible format. This could be due to a different first language, cultural differences, the absence of support for those with limited literacy or learning skills, or sensory disability.

- 4.2 Families access to services might be inhibited by personal circumstances such as asylum seekers, those experiencing domestic abuse or with mental health needs, those with housing needs.
- 4.3 Children or young people denied access to services due to disability, medical or health issues, or as a result of special educational needs, or young carer responsibilities, or through personal issues such as LGBT.
- 4.4 Young people denied access to services through lack of information or understanding about service transformation or developments.
- 4.5 Parents and carers access to services might be impaired by the absence of interpreters (language or impairment) by limited explanation of the CYP Plan in the right format or an absence of advice and support.
- 4.6 Those families with religious preferences might not be included in some developments.
- 4.7 Staff and managers should be included in consultation to fully understand the implications for service change and workforce development and to enable involvement of service users in new service developments.
- 4.8 CYPT also needs to include partner organisations and community, voluntary sector in transformation or developments to ensure full engagement and support.
- 4.9 Certain CYPT services may be skewed by higher representation of groups of service users. This is an important aspect of the data analysis process.
- 4.10 The city faces a challenge in narrowing the gap in outcomes between vulnerable and excluded C&YP whilst at the same time improving outcomes for all.

## **5. Existing data, information and relevant legislation**

- 5.1 Children Act 2004 informed by DCSF Children Plan Guidance. There is emphasis on integration of services, robust safeguarding, promoting the welfare of C&YP, early intervention and prevention. Further legislative change and/or guidance is likely.
- 5.2 The CYPT partnership is established via a Section 75 agreement. This legal document places a duty upon the CYPT to develop, produce, review and update the CYP Plan for the city.
- 5.3 The CYPT is hosted by BHCC. The city council is subject to Equalities Law. The EIA focuses on grounds protected in law to find out whether or not people are benefiting from the CYP Plan. The Plan is shaped by

BHCC Equality Inclusion Strategy and policy. It is also shaped by CYPT partners' policies.

- 5.4 Data from CYPT service EIAs should be used to inform the CYP Plan as an ongoing process.

## **6. Consultation**

- 6.1 The CYP Plan has a built-in consultation process based on DCSF guidance. Children's Trusts are required to consult on proposed C&YP service developments.
- 6.2 The CYPT Board is the top decision making body for the partnership. A draft CYP Plan was shared for consultation. It was also shared with the Chief Officers Group, the Local Safeguarding Children Board and BHCC Children & Young People's Overview Scrutiny Committee.
- 6.3 The CYPT Board includes representation from young people and parents groups, statutory organisations and the community and voluntary sector.
- 6.4 The development of the city's children's workforce strategy is led by the CYPT and informed by the CYP Plan.

## **7. The CYP Plan**

- 7.1 The CYP Plan key messages include:
- Preventative youth work for more marginalised and vulnerable young people.
  - Intensive and specialist support for disabled C&YP and therapeutic services for C&YP with mental health issues.
  - More play provision in disadvantaged areas of the city ensuring access for disabled C&YP.
  - More services for LGBT young people.
  - More clarity around the role of the CYPT and the partnership and the place of voluntary and community sector.
  - Establish an agreed framework for communication, consultation and engagement with the voluntary and community sector to eliminate poor consultation and minimise disengagement.
  - Develop existing good practice in strengthening relationships between schools and voluntary and community sector projects, particularly in identifying and supporting vulnerable children and young people.
  - Improve voluntary and community sector access to CYPT information and communication.
  - The CYPT to facilitate more effective joined up working and a proactive approach to building CYPT and understanding between statutory and third sector.

- The CYPT to work with the voluntary sector to develop clear systems, protocols and processes to facilitate joint working and robust involvement.
- The CYPT to develop sustainable commissioning framework.

7.2 The CYP Plan strategic improvements include:

- Strengthen safeguarding and child protection, early intervention and prevention.
- Reducing child poverty and health inequality.
- Promote health and wellbeing, inclusion and achievement.
- Develop CYPT partnership, drive integration and value for money.

7.3 These key messages and strategic priorities are built into the CYP Plan to address EIA requirements. They form the EIA action plan as an integral aspect of the CYP Plan. Regular equalities review of the plan will address the actions required or identify gaps.

7.4 The CYP Plan will be made available to the city's population via websites and libraries. The plan can be made available in a number of languages, large print, Braille or on audio tape.

## **8. Conclusion:**

8.1 The CYP Plan is compliant with Equalities requirements and has key messages and actions to address equalities gaps.

8.2 CYPT service EIAs will be used to inform the CYP plan during its strategic life.

## **9. Recommendation:**

9.1 Annual EIA review of the CYP Plan to ensure equalities requirements are captured and embedded as an ongoing process

**Pauline Lambert (Chair) CYPT Head of Nursing & Governance**  
**On behalf of the CYPT Equalities group**  
**15.10.09**