

Charnwood Borough Council

Equality Impact Assessment 'Knowing the needs of your customers and employees'

■ Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

■ Legislation- Equality Duty

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?

1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

Note: Complete the action plan as you go through the questions

■ **Step 1 – Introductory information**

Title of the policy	Children and Young People's Strategy 2019-2024
Name of lead officer and others undertaking this assessment	Sarah Wheatley
Date EIA started	October 2018
Date EIA completed	

■ **Step 2 – Overview of policy/function being assessed:**

Outline: What is the purpose of this policy? (Specify aims and objectives)
<p>As a named partner in the Leicestershire Children and Families Partnership Plan, the Charnwood Children and Young People's Strategy 2019-2024 details the steps that are needed to contribute towards the shared vision of "Children and young people in Leicestershire (Charnwood for the purposes of our work) are safe and living in families where they can achieve their full potential" for all children and young people within the borough. It is aiming to do this through the following strategic objectives:</p> <p>Objective 1: Keeping children and young people safe and free from harm- we are committed to undertake high quality and effective action in relation to our safeguarding duties.</p> <p>Objective 2: Integrated working and early intervention- working together with our statutory and voluntary sector partners to identify risks early and take preventative action, ensuring that children, young people and families receive help as soon as they need it.</p> <p>Objective 3: Children and family voice- delivery and development of services should start by listening to the people who use our services and then consider what is achievable within the available resources.</p>
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
<p>The Strategy is designed to positively impact on all children and young people within Charnwood borough, irrespective of individual characteristics. Children and young people are defined as any individual aged 0-19 years old or up to 25 where a young person has a physical or learning disability (except for some legal duties which may, for example, end on a young person's 18th birthday). The Strategy is intended to maximise safety, improve wellbeing through the support of relevant services at an appropriate time and to represent the voice of young people within the borough. The Strategy sets out to do this in a manner that is sensitive to protected characteristics of individuals, and creates equal opportunities and life changes for all children and young people within Charnwood borough.</p>
Which groups have been consulted as part of the creation or review of the policy?
<p>A number of groups have been consulted in the development of the Strategy:</p> <ul style="list-style-type: none"> • Family Voice Worker, Early Help Support Services, Leicestershire County Council: This worker co-ordinates Voice Work across the County and links with young people's groups including CYCLe, the County Youth Council for Leicestershire. • Statutory and voluntary partners: These are partners who provide children's services in Charnwood and work directly with children and young people and their families. This includes the Think Family Partnership the NEET (Not in Education, Employment and Training) Advisory Group and the 5-19 Service Providers Network. • Internal staff at Charnwood Borough Council: Charnwood Borough Council Officers that provide services for children and families or have an interest in equalities issues throughout the Council • Leicestershire County Council Children and Families Directorate.

■ Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

The following information has been consulted in the development of this Strategy. Data sources include:

- Charnwood Community Profiles developed by the Children, Families and Partnerships Team
- National Child Measurement Programme and Child Obesity Profile
- Indices of Multiple Deprivation
- Teenage Pregnancy Data
- Sure Start Children's Centre information
- Leicestershire Public Health Outcomes Framework
- Prospects Performance Reports (Not in Education, Employment and Training)
- Outcomes from consultation with children and young people; including The Face2Facebook Consultation, Big Monsters Ball and Hit the Street
- Statutory and voluntary partners who could present the children and young people's voice. This includes the Think Family Partnership and the 5-19 Service Providers Network.

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

This is an inclusive Strategy and, as such, the data used has been able to give information regarding children and young people with Charnwood, rather than a particular specific group or cohort. The above sources of data have been able to provide information regarding the following:

- Demographic information (e.g. population size, age and sex statistics, etc.)
- Indices of deprivation
- The voice of the child (e.g. what they believe their needs are)
- The voice of the professional (e.g. what provision they are offering and direct feedback from service users)

From data and needs analysis the following areas have been identified as requiring support towards achieving better outcomes for children and young people:

- Intervention within the first 4 years of children's lives, promoting good outcomes for 0-4 year olds and school readiness
- Provision of targeted support to those children and young people with the highest levels of need, including intensive support to our most vulnerable families and those affected by knife crime, drugs and exploitation
- Reducing the number of NEET (not in education, employment or training) young people and promotion of high quality EET options
- Co-ordination of an offer of positive activities to young people across the Borough
- Support in delivering programmes that promote improved health and well-being for children and young people and their families
- Delivery of appropriate training and development to Charnwood's children and young people's focused workforce including shared messages around real life and online safety and provision of policies and guidance relating to our safeguarding duties

■ Step 4 – Do we need to seek the views of others? If so, who?

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

The Strategy sets out our ongoing commitment to the aforementioned strategic objectives of embedding integrated working with our partners and the promotion of children and young people's voice. As such, seeking the views of others is integral to the Strategy and associated Action Plan. This is done through consultation with other professionals and service providers who work directly with children and young people in Charnwood. This is carried out through the following mechanisms, which occur on a regular basis:

- Think Family Partnership and the Needs Analysis Event
- 0-5 Action Group (may be reviewed as part of LCC's current restructure)
- 5-19 Action Group
- 5-19 Service Providers Networking Event
- Teenagers and Babies Access Group
- NEET Advisory Group
- Annual Make Your Mark campaign for 11-18 year olds
- Children's Centre Team Meetings (may be reviewed as part of LCC's current restructure)
- Family Network Group (may be reviewed as part of LCC's current restructure)
- Community Safety Partnership Strategic Group

■ Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

	Comments
Age	<p>The Children and Young People's Strategy is aimed at positively impacting on and supporting children and young people within Charnwood, regardless of their age. This is aimed to be done through the three objectives:</p> <ul style="list-style-type: none"> • Objective 1: Keeping children and young people safe and free from harm- we are committed to undertake high quality and effective action in relation to our safeguarding duties. • Objective 2: Integrated working and early intervention- working together with our statutory and voluntary sector partners to identify risks early and take preventative action, ensuring that children, young people and families receive help as soon as they need it. • Objective 3: Children and family voice- delivery and development of services should start by listening to the people who use our services and then consider what is achievable within the available resources. <p>For age specifically, this is done in particular through close partnership working with children's services providers and through the collection and implementation of the child's voice.</p>
Disability (Physical, visual, hearing, learning disabilities, mental health)	<p>This Strategy intends to positively impact upon the lives of children and young people with disabilities (including physical, mental, cognitive, sensory, developmental, etc. disabilities</p>

	<p>and impairments, learning difficulties, etc.). It aims to do this through the following objectives:</p> <p>Objective 2: Through integrated working with services who offer specific provision to children and young people with disabilities. These include:</p> <ul style="list-style-type: none"> • SEND's (Special Educational Needs and Disabilities) Local Offer for Leicestershire • Disability specific Youth Services provision (e.g. Loughborough LEGGO) • Local service providers (e.g. Glebe House, etc.) • Provision of funding through Charnwood Grants to support local projects that provide services specifically to children and young people with identified needs (e.g. Glebe House, Loughborough LEGGO etc.) <p>Objective 3: Obtaining the opinion of disabled children and young people through consultation events, with a view to implementing this into service provision. These events include:</p> <ul style="list-style-type: none"> • SEND's (Special Educational Needs and Disabilities) Local Offer events • 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with • One-off project specific consultations that may be held throughout the year
<p>Gender Reassignment (Transgender)</p>	<p>This Strategy is able to positively impact upon the lives of children and young people who wish to identify as an alternative gender. It aims to do this through the following objectives:</p> <p>Objective 2: Through integrated working with services who offer specific provision to transgender children and young people. These include:</p> <ul style="list-style-type: none"> • Group work provided by Leicestershire County Council's Early Help Service when need is identified <p>Objective 3: Obtaining the opinion of transgender children and young people through consultation events, with a view to implementing this into service provision. These events include:</p> <ul style="list-style-type: none"> • 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with • One-off project specific consultations that may be held throughout the year
<p>Race</p>	<p>This Strategy intends to positively impact upon the lives of children and young people regardless of their race. However, certain groups have been established to support specific races where data and feedback has indicated there is a particular need or concern. It aims to do this through the following objectives:</p>

	<p>Objective 2: Through integrated working with services who offer specific provision to children and young people where there has been an identified need with relation to race. These include:</p> <ul style="list-style-type: none"> • Local service providers (e.g. Baca, Shree Ram Krishna Community Project, Equality Action Charnwood, etc.) • Provision of funding through Charnwood Grants to support local projects that provide services specifically to children and young people with identified racial needs (e.g. Shree Ram Krishna Community Project, Baca) <p>Objective 3: Obtaining the opinion of children and young people from a representative range of races through consultation events, with a view to implementing this into service provision. These events include:</p> <ul style="list-style-type: none"> • 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with • One-off project specific consultations that may be held throughout the year
<p>Religion or Belief (Includes no belief)</p>	<p>This Strategy intends to positively impact upon the lives of children and young people regardless of their religion or beliefs. However, certain groups have been established to support specific religions or beliefs where data and feedback has indicated there is a particular need or concern. It aims to do this through the following objectives:</p> <p>Objective 2: Through integrated working with services who offer specific provision to children and young people where there has been an identified need with relation to religion of belief. These include:</p> <ul style="list-style-type: none"> • Youth Services provision that also incorporates religion/belief elements (e.g. South Charnwood and Melton Behaviour Partnership) • Local service providers (e.g. Baca, Shree Ram Krishna Community Project, Equality Action Charnwood, etc.) • Provision of funding through Charnwood Grants to support local projects that provide services specifically to children and young people with various identified faiths (e.g. Shree Ram Krishna Community Project, Baca) <p>Objective 3: Obtaining the opinion of children and young people from a representative range of religions and beliefs through consultation events, with a view to implementing this into service provision. These events include:</p> <ul style="list-style-type: none"> • 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with • One-off project specific consultations that may be held

	throughout the year
<p>Sex (Gender)</p>	<p>The Children and Young People's Strategy is aimed at positively impacting on and supporting children and young people within Charnwood, regardless of their sex. This is aimed to be done through the three objectives:</p> <ul style="list-style-type: none"> • Objective 1: Keeping children and young people safe and free from harm- we are committed to undertake high quality and effective action in relation to our safeguarding duties. • Objective 2: Integrated working and early intervention- working together with our statutory and voluntary sector partners to identify risks early and take preventative action, ensuring that children, young people and families receive help as soon as they need it. • Objective 3: Children and family voice- delivery and development of services should start by listening to the people who use our services and then consider what is achievable within the available resources. <p>For sex specifically, this is done in particular through close partnership working with children's services providers and through the collection and implementation of the child's voice.</p> <p>At the 2018 Needs Analysis discussion was invited into take up of different services and some different needs being identified for male and female young people. There is some ongoing work to do around provision of some work aimed at females only (Love4Life) and whether this should be expanded to be available (separately) for males given that other opportunities are disproportionately accessed by males.</p>
<p>Sexual Orientation</p>	<p>This Strategy intends to positively impact upon the lives of children and young people regardless of sexual orientation. However, certain groups have been established to support specific sexual orientations where data and feedback has indicated there is a particular need or concern. It aims to do this through the following objectives:</p> <p>Objective 2: Through integrated working with services who offer specific provision to children and young people where there has been an identified need with relation to sexual orientation. These include:</p> <ul style="list-style-type: none"> • Group work provided by Leicestershire County Council's Early Help Service when need is identified <p>Objective 3: Obtaining the opinion of lesbian, gay and bisexual children and young people through consultation events, with a view to implementing this into service provision. These events include:</p> <ul style="list-style-type: none"> • 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with • One-off project specific consultations that may be held throughout the year

	<p>Professionals are also able to apply to for the Support for Individuals grants on behalf of a child or young person. In the past, this has allowed a young person to access transport in order to attend a support group specific to sexual orientation support.</p>
<p>Other protected groups (Pregnancy & maternity, marriage & civil partnership)</p>	<p>This Strategy intends to positively impact upon the lives of all children and young people, however from previous research, need has also been identified specifically for teenage parents. This provision caters both for young mothers and fathers. The Strategy aims to provide positive impact through the following objectives:</p> <p>Objective 2: Through integrated working with services who offer specific provision to children and young people who are teenage parents. These include:</p> <ul style="list-style-type: none"> • Local services (e.g. Children Centre Provision, Adult Learning Service, the Teenagers with Babies Access Groups case meetings, Care2Learn etc.) <p>Objective 3: Obtaining the opinion of teenage parents children and young people who are teenage parents through consultation events, with a view to implementing this into service provision. These events include:</p> <ul style="list-style-type: none"> • Teenagers with Babies Access Group: A regular case meeting where professionals can raise parents views and identify gaps in and request particular service provision • 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with • One-off project specific consultations that may be held throughout the year
<p>Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)</p>	<p>This Strategy intends to positively impact upon the lives of all children and young people, however from research, need has also been identified specifically for certain socially excluded groups. These have been identified as those young people not in education, employment or training (NEET), young carers, those at risk of homelessness, with parents in the Armed Forces and those with risk factors that make them more vulnerable. The Strategy aims to provide positive impact through the following objectives:</p> <p>Objective 2: Through integrated working with services who offer specific provision to children and young people who are teenage parents. These include:</p> <ul style="list-style-type: none"> • Universal Youth Services provision (e.g. Desire Youth Club, Shelthorpe Youth Club, etc.) and targeted Youth Services provision (e.g. Inclusion Programme, Time Out Young Carers, Go-Getta Engagement • Universal local service providers (e.g. youth cafes/clubs and community groups, sports groups, etc.) and targeted local service providers (e.g. The Bridge, Youth Shelter, TwentyTwenty, Armed Forces

	<p>Covenant, etc.)</p> <ul style="list-style-type: none"> • Supporting Leicestershire Families team: A team who support vulnerable children, young people their extended families including engaging them to relevant services dependent on their needs. • Provision of funding through Charnwood Grants to support universal and targeted local projects who provide services specifically to children and young people (e.g. Charnwood Arts, Loughborough LEGGO, TwentyTwenty, etc.) <p>Objective 3: Obtaining the opinion of all children and young people through consultation events, with a view to implementing this into service provision. These events include:</p> <ul style="list-style-type: none"> • NEET Advisory Group: A forum whereby the views and needs of this specific group of young people can be aired • Charnwood Grants Panel: evidence of young people's views often included in applications • Community Safety Partnership delivery groups: evidence of young people's views and experiences often included in discussions • 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with • One-off project specific consultations that may be held throughout the year
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Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:

- a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

Due to the integrated working promoted through the Strategy, it is expected that there will be no negative impact on children and young people.

In order to maximise the potential for positive impact, the Children and Young People's Participation Toolkit has been designed. This is a guide for use by Charnwood Borough Council employees and local service provider colleagues to support them in consulting with young people in order to record their voice. This Toolkit will encourage colleagues to consider children and young people when developing services and resources aimed at them, thereby supporting Objectives 2 and 3 identified in the Strategy.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

By the implementation of the three objectives identified in the Strategy, it is felt that this document will support the Council's responsibilities in relation to equality and diversity and also their responsibilities in safeguarding and promoting the children and young people within the Borough.

■ Step 6- Monitoring, evaluation and review

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

The findings of this assessment will be monitored through a variety of mechanisms, designed to uphold the Strategy and promote the needs of children and young people. These mechanisms include:

- Performance indicators identified in the Strategy's Action Plan: a number of specific actions related to the Strategy's 3 main objectives, together with the actual performance measure, named responsible individuals and a target date for each indicator
- The Think Family Partnership: Internal and external colleagues involved in the development, monitoring and provision of children and young people's services will be involved in carrying out the Strategy's objective, including whether they are being met and will address any issues as they arise.
- Charnwood Borough Council Senior Management Team: will receive a report should there be any areas of under-performance or slippage
- Performance Panel Scrutiny Group: outcomes of the Children and Young People's Strategy and Action Plan will be regularly reported to this Panel.

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

The recommendations of this assessment will be included in the follow:

- The annual review of the Children and Young People's Strategy Action Plan
- Reviews of the Strategy by the Policy Scrutiny Group and Cabinet
- Regular performance monitoring by the Performance Scrutiny Panel

■ Step 7- Action Plan

Please include any identified concerns/actions/issues in this action plan:

The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Reference Number	Action	Responsible Officer	Target Date

■ **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	✓	Through their involvement with the Children, Families and Partnerships Team (and their related meetings), through the publishing of the Equality Impact Statement.
Service users	✓	Through the publishing of the draft Strategy online in our Consultations
Partners and stakeholders	✓	Leicestershire County Council, Supporting Leicestershire Families Team and children's services providers will be informed through the publishing of the Equality Impact Statement.
Others	✓	Cabinet members will be informed through the publishing of the Equality Impact Statement.
To ensure ease of access, what other communication needs/concerns are there?		

■ **Step 9- Conclusion (to be completed and signed by the [Service Head](#))**

Please delete as appropriate
I agree with this assessment / action plan
If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Service Head):
Date:

[Please send completed & signed assessment to Suzanne Kinder for publishing.](#)