

## **CABINET – 14TH MARCH 2019**

### **Report of the Head of Neighbourhood Services Cabinet Lead Member : Councillor Taylor**

#### **ITEM 9      CHILDREN AND YOUNG PEOPLE'S STRATEGY 2019 - 2024**

##### Purpose of Report

To bring forward the Children and Young People's Strategy 2019 – 2024 for consideration and approval.

##### Recommendation

That the Children and Young People's Strategy 2019 – 2024 at Appendix A and the 2019/20 Action Plan at Appendix B, be approved.

##### Reason

To enable the Children and Young People's Strategy 2019 – 2024 and associated 2019/20 Action Plan to be approved.

##### Policy Justification and Previous Decisions

The Council's Corporate Plan makes a commitment to make sure that Charnwood is a great place to live for families by creating a safe, secure and caring environment. It makes a commitment to nurture our young people, keep our residents safe through investing in safeguarding, provide opportunities to participate in social, leisure and cultural activities and in community life and listen to and communicate with our residents and act on their concerns.

The Children Act 2004 places two core duties on Charnwood Borough Council. Under Section 10 we have a duty to co-operate with our partners and appropriately share information between professionals to protect children. Section 11 sets out our corporate responsibility to both safeguard and promote the welfare of children. The Working Together to Safeguard Children 2018 Statutory Guidance names District Council's in general and Sport and Leisure, Housing and Homelessness departments and Environmental Health in particular as specific organisations that need to be named as part of the arrangements and who have key duties in relation to safeguarding.

Cabinet at its meeting on 12<sup>th</sup> February 2015 approved the current Children and Young People's Strategy 2015-18 and associated Action Plan (min 85).

Performance Scrutiny Panel reviewed the progress of the delivery of the Strategy and Action Plan at its meetings on 7<sup>th</sup> July 2015 (minute 6), 16<sup>th</sup> February 2016 (minute 45) and 14<sup>th</sup> February 2017 (minute 45). On each occasion the Panel were satisfied with the information provided.

#### Implementation Timetable including Future Decisions and Scrutiny

A range of consultation has been undertaken with internal and external stakeholders. In addition, the draft Strategy was available to the public on the Council's website where feedback was invited.

Feedback from the consultation has been used to develop both the Strategy and the action plan.

Policy Scrutiny Group considered the draft Children and Young People's Strategy 2019 – 2024 at their meeting on the 13<sup>th</sup> November 2018 and made the following comments :

- that the report be noted;
- that it be noted that officers would look at the length and format of the strategy document and including information about the consultation process and responses to it, including details of the meetings at which the strategy had been discussed with partners and the partners with which the Council worked, when preparing the final version of the strategy and report for submission to the Cabinet.

The above comments have been taken into consideration, the Strategy has been shortened and information about the consultation process and responses to it have been included.

Subject to Cabinet approval the strategy will be implemented with effect from April 2019 in accordance with the Action plan attached at Appendix B.

#### Report Implications

The following implications have been identified for this report.

##### *Financial Implications*

There are no financial implications arising from the Strategy. All associated activities will be covered from within existing budgets.

### *Risk Management*

The risks associated with the decision Cabinet is asked to make and proposed actions to mitigate those risks are set out in the table below.

Risk Identified	Likelihood	Impact	Overall Risk	Risk Management Actions Planned
Failure to fulfil our duties in relation to safeguarding could result in the Council facing legal challenge and result in damage to its reputation	Unlikely (2)	Serious (3)	Moderate (6)	Ensuring that the safeguarding policies are up to date, an appropriate programme of safeguarding training is delivered to staff and elected members and a team of Designated Safeguarding Officers are in place

### *Equality and Diversity*

An Equality Impact Assessment has been completed for the Strategy and is attached at Appendix 4.

Key Decision: Yes

Background Papers: None

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## Part B

### Background

1. The Children and Young People's Strategy 2019 – 2024 sets out the Council's objectives and approach to promoting the welfare of children, young people and families and ensuring that we include their views in service design and decision making.
2. The Children and Young People's Strategy 2019 - 2024 has been developed in order to ensure that the Council meets its statutory responsibilities in relation to safeguarding outlined in the Children Act 2004 and Working Together to Safeguard Children Statutory Guidance 2018.
3. It also ensures that we action the commitments that the Council has made to residents, including children, young people and their families, within our Corporate Plan.
4. The 2015-18 Children and Young People's Strategy made a number of key recommendations. Considerable progress has been made since that time and by working together with a whole range of statutory and voluntary partners we have achieved many successes. The table below outlines the three Strategic Objectives contained within the Strategy and the progress made against them.

<b>2015 Strategic Objective</b>	<b>Progress</b>
Keeping Children and young people safe – we are committed to undertake high quality and effective action in relation to our safeguarding duties	Safeguarding Policies reviewed annually  Trained Designated Safeguarding Officer Team in place ensuring 100% of reported concerns meeting safeguarding threshold record action taken  Over 700 safeguarding training (e-learning and face to face) and competency workshop (face to face) contacts with individual staff  Annual Member safeguarding training session delivered  100% of Early Help Locality Hub meetings between April 2015 and June 2017 (when Hubs ceased) provided with information and attended by officers
Integrated working and early intervention –	13 Think Family Partnership meetings co-ordinated by the Council to ensure that partners are informed and working together towards improving the

<p>working together with our statutory and voluntary 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>wellbeing of children and young people</p> <p>An annual needs/ gap analysis event has taken place during each year of the Strategy</p> <p>Over 27,000 attendances by children and young people at Council led sport and active recreation activities. Delivery of these programmes have been co-ordinated with other agencies and informed by young people's views</p> <p>19 multi agency targeted youth/ family interventions within priority neighbourhoods or with identified targeted groups</p> <p>18 initiatives have been provided to assist voluntary and community sector partners to increase resilience and adapt to a changing funding landscape</p> <p>Co-ordination to agencies working with young people Not in Education, Employment or Training has contributed to Charnwood achieving the target of a level of NEET below 4% every year</p> <p>Co-ordination to agencies working with young parents has contributed to a year on year decrease in the number and rate of young parents. The rate of conceptions per 1,000 women aged under 18 in Charnwood was 40.1 in 1998, 23.4 in 2012 and 13.9 in 2016 (latest figures)</p>
<p>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>	<p>11 opportunities for children and young people to be involved in the design of Council services have been provided across a range of services</p> <p>7 initiatives to celebrate and recognise the contribution of people to the community have included young people specifically including Sports Awards, Don't Muck Around, Pride of Charnwood Awards and Bloom</p> <p>11 initiatives or events provided by Supporting Leicestershire Families to deliver family focused consultation and voice work</p>

5. Since 2015, a number of national policies and new statutory guidance have been introduced. Locally, this has involved the continued redesign of many children's services. For Leicestershire County Council, this remains a current and ongoing process.
6. Charnwood Borough Council has made significant progress in expanding our partnerships and influence in local matters relating to children and young people. The Borough, particularly the Neighbourhood Services Team, are now seen as leaders alongside Leicestershire County Council in co-ordinating provision and services for 0-19 year olds. The service has led a number of locality networks and delivery plans that draw on the voice of young people and front line practitioners. Thus the views and experience of a wide range of people have informed the development of this Strategy.
7. Leicestershire County Council's Children and Families Directorate are once again in a period of significant change due to the County Council's need to make significant financial reductions. The Strategic Director for Neighbourhoods and Community Wellbeing, the Head of Neighbourhood Services and the Children, Families and Partnerships Manager have all contributed to the consultation associated with this redesign. The ethos and priorities which the County have included within the Leicestershire Children and Families Partnership Plan 2018-21 (see below for more detailed information on this), have also contributed to this local Strategy.

#### Connectivity of the strategy to other strategies and policies

8. The draft Children and Young People's Strategy 2018 - 2024 and Action Plan are informed by national legislation and statutory guidance including the United Nations Convention on the Rights of the Child, Children Act 1998 and 2004, Academies Act 2010, Education Act 2011, Children and Families Act 2014 and Working Together (to safeguard children) statutory guidance 2018.
9. Locally, the Leicestershire Children and Families Partnership is a sub group of Leicestershire's Health and Wellbeing Board and is made up of the key organisations that work with children, young people and families across the county including the Borough Council. The Leicestershire Children and Families Partnership Plan 2018-21 is a shared vision based on five priorities:
  - Ensure the best start in life
  - Keep children safe and free from harm
  - Support children and families to be self-sufficient and resilient
  - Ensure vulnerable families receive personalised, integrated care and support
  - Enable children to have good physical and mental health

10. The Partnership Plan includes the cross cutting themes of communication strategy and workforce development. The priorities for which the Borough Council have a degree of responsibility and/or work in partnership to support alongside other agencies are included in the Children and Young People's Strategy Action Plan.
11. The Leicestershire Children and Families Partnership can be found on the Leicestershire County Council website:  
<https://www.leicestershire.gov.uk/education-and-children/social-care-and-supporting-families/leicestershire-children-and-families-partnership>
12. At a Borough level, the Children and Young People's Strategy is linked with the Sport and Physical Activity Commissioning Plan and in turn with the Leicestershire Obesity Strategy, the Charnwood Equalities Strategy and the Charnwood Community Safety Partnership Plan. Through the Think Family Partnership local governance arrangements, the Council has also had input into and oversight of the Charnwood 0-5 Delivery Plan which is currently led through the Children's Centre Programme. The Council lead the counterpart, Charnwood's 5-19 Delivery Plan. Each of these Plans are reported on through the Think Family Partnership to Charnwood Together. Links with the current Supporting Leicestershire Families Team (to become part of the Children and Families Wellbeing Service as part of the Leicestershire County Council restructure), are well established.
13. As a named partner in the Leicestershire Children and Families Partnership Plan, we have adopted the shared vision for children and families:  
  
"Children and young people in Charnwood are safe and living in families where they can achieve their full potential"
14. Consultation with internal and external stakeholders has supported our approach of retaining the three strategic objectives that we developed for the 2015 – 2018 Strategy. These are:
  - Objective 1: Keeping children and young people safe and free from harm
  - Objective 2: Integrated working and early intervention
  - Objective 3: Children and family voice

#### Consultation Approach

15. In preparing the Strategy a range of stakeholders have been consulted including :

- the Charnwood 5-19 Network Group,
  - the NEET (Not in Education, Employment and Training) Advisory Group,
  - colleagues in Leicestershire County Council's Early Help Service (to be renamed the Children, Families and Wellbeing Service)
  - the Council's Equalities Working Group.
  - the internal Charnwood Designated Safeguarding Officer (DSO) Group and external counterparts at the Leicestershire County DSO Group.
  - The public via the Council's website
16. The Family Voice Worker within Leicestershire County Council has been particularly useful in supporting providing children and young people's views to influence the priorities included within the Strategy. Colleagues within statutory and voluntary sector agencies that work directly with some of Charnwood's most vulnerable and disengaged young people have also provided key feedback about the concerns and emerging needs for the families they work with.
17. Further information in relation to the consultation and associated responses can be found at Appendix C.
18. The consultation and local needs analysis work with both professionals and young people identified the following comments in relation to the Strategy and areas requiring support towards achieving better outcomes for children and young people:
- Positive that the Council continues to demonstrate its commitment to Children and Young People
  - Reassuring that the Strategy demonstrates its linkages to other local plans, strategies and policies
  - That the existing objectives are still relevant and should be continued.
  - Action Plan clearly shows those areas of work that the Council are responsible for but also allows input of those areas where the Council is involved in partnership delivery
  - Intervention within the first 4 years of children's lives, promoting good outcomes for 0-4 year olds and school readiness is important
  - Need for 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



- Need to continue to reduce the number of NEET (not in education, employment or training) young people and promotion of high quality EET options
- Need for provision of and co-ordination of an offer of positive activities to young people across the Borough
- Need for programmes that promote improved health and well-being for children and young people and their families
- Need for 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

#### Action Plan and Review

19. The Action Plan, attached at Appendix B, will be updated annually and be monitored by the Think Family Partnership. The Action Plan provides a mechanism to set out and review on an annual basis the specific actions that the Council will take to comply with its responsibilities and support areas of work for which it is not responsible but can contribute towards as part of a multi-agency response.

#### Appendices

- Appendix A Children and Young People's Strategy 2019 – 2024
- Appendix B 2019/20 Action Plan
- Appendix C Consultation Information
- Appendix D Equality Impact Assessment



# Children and Young People's Strategy

2019-2024



# Foreword

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Our Children and Young People's Strategy and supporting Action Plan is a living document that sets out what we want to achieve for children, young people and families in Charnwood. Informed by our Corporate Plan, our partners and children and young people themselves, it pulls together our key responsibilities as well as wider actions that we can contribute towards to meet the needs of families in our communities.

It also demonstrates our commitment to instil a culture of involving and listening to the views of children, young people and professionals and volunteers that work with families, taking these into consideration when making key decisions and designing services.

The 2019-2024 Strategy builds on the considerable success of the previous Strategy, notably between 2015-2018:

- We reviewed and publicised our safeguarding policies to annually
- 700+ safeguarding training activities undertaken with staff and elected members
- Annual needs/gap analysis event has taken place, 13 Think Family Partnership meetings held to ensure partners are informed and working together
- Over 27,000 attendances by children and young people at Charnwood Borough Council led sport and active recreation activities
- 19 multi-agency targeted youth/ family interventions within priority neighbourhoods or with identified targeted groups have been supported and co-ordinated by CBC
- Co-ordinated work with young people Not in Education, Employment or Training has led to Charnwood achieving the target of a level of NEET below 4% every year
- Co-ordinated work with young parents has contributed to year on year decrease in the number and rate of young parents. Rate of conceptions per 1,000 women aged under 18 in Charnwood was 40.1 in 1998 and 13.9 in 2016 (latest figures)
- 11 opportunities for children and young people to be involved in the design and delivery of Charnwood Borough Council services have been provided

Charnwood Borough Council is determined to continue to provide high quality services for children, young people and families and to provide co-ordination around identified needs for our statutory and voluntary sector partners throughout the Borough.

As Lead Member, it is important for me to ensure this strategy is up to date and fit for purpose to safeguard the children of this Borough. This strategy enables us to keep our children and young people safe and provide them with the opportunity to flourish and reach their full potential.

**Councillor Deborah Taylor**

**Cabinet Lead Member for Communities, Safety and Wellbeing**



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**Charnwood Borough Council's Children and Young People's Strategy 2019 - 2024 is the result of ongoing consultation and discussion with children, young people and their families, practitioners, and voluntary and statutory partners. Children and young people are defined as 0 – 19 year olds inclusive 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 18<sup>th</sup> birthday).**

The length of the Strategy is intended to cover both the current and upcoming Corporate Plan, however should there be any significant change in the vision laid out in the upcoming Corporate Plan or with our statutory duties towards children and young people the Children and Young People's Strategy will be refreshed accordingly.

The Strategy builds on the significant progress made through our previous Children and Young People's Strategies. It sets out the vision and objectives for the next five years and the key pieces of work and actions that will need to be undertaken to deliver these objectives. The diagram in Appendix 1, shows how the strategic objectives of this strategy align with the local governance arrangements. The Strategy will be supported by an annually updated Action Plan and which sets out in detail how we are going to accomplish our objectives and supports wider multi-agency work and plans.

Ensuring a coordinated, integrated and cohesive approach to the way we work is fundamental to the delivery of this Strategy and the achievement of our vision. It is integrated with the Leicestershire Children and Families Partnership Plan 2018-21. The Partnership is a sub group of Leicestershire's Health and Wellbeing Board and is made up of the key organisations that work with children, young people and families across Leicestershire including Charnwood Borough Council.

The Charnwood Borough Council Children and Young People's Strategy is owned by Charnwood Borough Council and as such reflects the limited areas for which we have a legal responsibility. It is supported by our internal Children and Young People and Adult Safeguarding Policies. In addition, it incorporates those areas which the Borough Council has included within our Corporate Plan. Our legal responsibilities and Corporate Plan commitments are outlined in Section 3 of this Strategy.

A needs analysis, along with internal and external consultation, have informed this Strategy. These are the areas within which we believe the Borough Council can make the biggest difference to children and young people.



## National and local context

### **The following national legislation is key to Charnwood's local Strategy for working with children and young people:**

The UK Government's ratification of the United Nations Convention on the Rights of the Child (CRC) in 1991 recognised children's rights to express their views and to receive information on all matters that affect them, in accordance with their age and maturity.

The Children Act 2004 (later built on by the Children and Families Act 2014) focuses on moving towards early identification and intervention of services to help support not only the child but also their wider family and living environment. The Children and Social Work Act 2017 amended the Children Act 2004, placing new duties on the Police, Clinical Commissioning Groups and the Local Authority (Leicestershire County Council) to make arrangements to work together and with other partners locally to safeguard and promote the welfare of all children in their area.

The Academies Act 2010 and Education Act 2011 has altered several areas of education policy, including introducing the possibility for all publicly funded schools to become academies, increasing free early years provision and the raising of the participation age to 18.

The Working Together to Safeguard Children 2018 statutory guidance states that everyone who comes into contact with children and families has a role to play in identifying concerns, sharing information and taking prompt action. The Guidance names District Council's in general and Sport and Leisure, Housing and Homelessness departments and Environmental Health in particular as specific organisations that need to be named as part of the inter-agency safeguarding arrangements and who have key duties in relation to safeguarding children.

The Children Act 2004 and the associated statutory guidance places two core duties on Charnwood Borough Council.

Under Section 10 we have a duty to co-operate with our partners and appropriately share information between professionals to protect children. In response to this, Charnwood Borough Council has worked closely with Leicestershire County Council to establish the Charnwood Think Family Partnership. This Partnership Board is chaired by Charnwood's Director for Neighbourhoods and Community Well-being and consists of multi-agency statutory and voluntary sector partner representatives who jointly plan, co-ordinate and ensure the delivery of services to children, young people and families in our Borough (see Appendix 1)

Section 11 sets out our corporate responsibility to both safeguard and promote the welfare of children. Key features of Charnwood Borough Council's arrangements are:



- Senior management commitment to the importance of safeguarding and promoting children's welfare led by the Director for Neighbourhoods and Community Well-being
- Development and regular review of safeguarding policies and procedures for both children and adults in need of safeguarding, co-ordinated and consistent with the other Leicestershire District and Borough Councils
- A clear line of accountability within the organisation for work on safeguarding, promoting the welfare of children and reporting safeguarding concerns
- A multi departmental team of trained Designated Safeguarding Officers (DSOs) supported by a Leicestershire wide District and Borough DSO Group
- Staff training (Bronze, Silver, Gold and multi-agency levels) on safeguarding both children and adults for all staff and available to all elected members
- Safer recruitment procedures in place including checks on strategic partners and organisations that we grant fund
- Effective inter-agency working to safeguard and promote the welfare of children and young people
- Effective and lawful information sharing protocols in place
- Working with contractors to ensure that safeguarding is appropriately embedded into their service delivery

This Strategy has been designed to align with other key strategies and plans.

Locally, the Leicestershire Children and Families Partnership is made up of the key organisations that work with children, young people and families across the county including Charnwood Borough Council. The Leicestershire Children and Families Partnership Plan 2018-21 has been developed and is a shared vision based on five priorities:

- Ensure the best start in life
- Keep children safe and free from harm
- Support children and families to be self-sufficient and resilient
- Ensure vulnerable families receive personalised, integrated care and support
- Enable children to have good physical and mental health

The Partnership Plan includes the cross cutting themes of communication strategy, workforce development. The priorities for which the Borough Council have a direct responsibility and/or work in partnership to support alongside other agencies will be reflected in the Action Plan that accompanies this Strategy and contribute to the more detailed delivery plans that are allocated to themed work.



The Leicestershire Children and Families Partnership can be found on the Leicestershire County Council website:

<https://www.leicestershire.gov.uk/education-and-children/social-care-and-supporting-families/leicestershire-children-and-families-partnership>





# What we know about Children and Young People in the Borough

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## Key Facts and Figures

- It is estimated that in 2017, 9,439 0-4 year olds, 10,081 5-9 year olds, 9,160 10-14 year olds and just under 13,000 15-19 year olds were living in Charnwood
- In relation to teenage pregnancy, in 2016 (latest figures), the rate of conceptions per 1,000 women aged under 18 in Charnwood was 13.9, a year on year decrease since the rate was measured at 40.1 in 1998
- The 2017/18 figures from the National Child Management Programme (NCMP) show that Charnwood is now better than the national averages for excess weight in 4-5 (reception) and 10-11 (Year 6) year olds. 20.4% of children in Charnwood are currently overweight or obese in reception compared with 22.6% nationally
- The same figures show that for children in Year 6, 33.2% are overweight or obese compared with 34.2% nationally. Though both these figures are an improvement compared with 2014/15, excess weight is a problem across the country and therefore must remain a focus of our work
- June 2018 figures show Charnwood remains the Leicestershire district with the highest level of NEET (16-19 year olds Not in Education, Employment and Training) in terms of number and percentage of the cohort – 85 young people from a cohort of 3079 resulting in a percentage of 2.8% NEET. This is below the national target of 4% NEET and compares well with previous years
- In June 2015 3.3% of Charnwood's 16-19 year olds were NEET with 5 out of the top 10 NEET wards in Leicestershire being within Charnwood. In June 2018 this dropped to 3 of the top 10 wards being within Charnwood which is an encouraging improvement. One ward has a consistently high level of NEET due to the location of countywide emergency accommodation in the area

## Needs Analysis

From local needs analysis with both professionals and young people 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



### Improving outcomes for children and young people

The Charnwood Children and Young People's Strategy 2019-2024 builds on the successes of our previous Strategies and sets out the steps that we are committed to making in the coming years.

These steps include actions that are our statutory requirements under Section 10 and 11 of the Children Act 2004. Charnwood Borough Council already provide high quality services to children and young people. The purpose of this Strategy is twofold:

- To re-emphasise our commitment to safeguarding and refresh the associated policies
- To set out the manner in which we intend to work with children, young people and our partners in order to make a real difference to their lives within the areas that we hold responsibility for

### Vision and Key Priorities Charnwood's Vision

As a named partner in the Leicestershire Children and Families Partnership Plan 2018-21 we have adopted the shared vision for children and families within our Borough:

**"Children and young people in Charnwood are safe and living in families where they can achieve their full potential"**

### Strategic Objectives

The 3 Strategic Objectives remain the same as those identified in our 2015-18 Strategy as they are the areas where we know we can and should concentrate our efforts and where we can make the most difference by working together with our partners:

**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

### How we achieve our strategic objectives

**Objective 1: Keeping children and young people safe and free from harm**



What are Charnwood Borough Council's responsibilities?

- To maintain a clear line of accountability for safeguarding (All Children Act 2004 and Working Together Statutory Guidance)
- To keep our residents safe (Corporate Plan)
- To operate a fit for purpose safeguarding policy and procedures document
- To ensure that staff are adequately trained in safeguarding in line with the Local Safeguarding Children's Board (or replacement body) Competency Framework
- To effectively report safeguarding concerns in line with Leicestershire's multi-agency procedures
- To ensure that safer recruitment procedures are in place

To comply with our responsibilities our priorities we will:

- Ensure that a list of multi-departmental Designated Safeguarding Officers is available to staff and that this is reinforced within the written policy, procedures and training
- Work with the Leicestershire wide group for District and Borough Council safeguarding issues (District Designated Safeguarding Officers Group) to collaborate on policy, procedure and performance management around safeguarding concerns and undertake regular reviews
- Comply with and contribute to Leicestershire County Council and Leicestershire and Rutland Safeguarding Children's Board (or replacement body) standards and procedures
- Provide role appropriate safeguarding training to our entire staff team including elected members using a variety of delivery methods. Staff who have specific responsibility for delivering services to children and families will be encouraged to access LSCB (or replacement body) multi-agency training and we will comply with the Leicestershire Safeguarding Competencies Framework
- Facilitate and promote an inter-departmental team of trained Designated Safeguarding Officers who are responsible for assisting staff with safeguarding concerns and ensuring consistent reporting and recording of concerns
- Strategic HR will ensure that safer recruitment practices are embedded and reviewed as appropriate, Charnwood Grants procedures will ensure that partner organisations also have appropriate safeguarding policies and practice in place

Furthermore we will work with our multi-agency colleagues to:

- Support the appropriate actions arising from Priority 2: Keep children safe and free from harm, within the Leicestershire Children and Families Partnership Pl



- Provide cross directorate assistance and appropriate information sharing to the Charnwood Children and Families Wellbeing Service (Leicestershire County Council), in order to contribute towards promoting the welfare of children
- Support a multi-agency approach to domestic violence and anti-social behaviour cases through the Joint Action Group (JAG)
- Support the functioning of the multi-agency Child Sexual Exploitation Team

## **Objective 2: Integrated working and early intervention**

What are Charnwood Borough Council's responsibilities?

- To co-operate to improve the well-being of children and young people (Section 10 Children Act 2004)
- Provide opportunities to participate in social, leisure and cultural activities and in community life (Corporate Plan)
- Encourage healthy lifestyles for all our residents through physical activity programmes and the provision of sports facilities and green spaces (Corporate Plan)

What will we do to comply with our responsibilities?

- Co-ordinate and develop, in consultation with young people, an offer of positive activities to young people across the Borough
- Assist partners, particularly the voluntary and community sector, to adapt to a changing funding landscape and to ensure continued delivery of a range of provision to children and young people
- Lead the Think Family Partnership to ensure co-ordination of partners and services and to ensure the best outcomes for children, young people and their families in the locality
- Work closely with the Charnwood Children and Families Wellbeing Service Team to ensure the best result for children and young people and their families
- Where families are identified as having additional needs, services will refer to Children and Families Wellbeing Service using the Request for Service arrangements to ensure that appropriate support is put in place

Furthermore we will work with our multi-agency colleagues (including the voluntary sector) to:

- Further develop the Charnwood Think Family Partnership to ensure that issues and gaps in relation to children and young people are identified and addressed
- Lead the 5-19 Action and Network Groups and to take responsibility for developing the 5-19 Action Plan alongside statutory and voluntary sector partners



- Lead the Charnwood NEET (not in education, employment or training) Aversion Group
- Assist in the governance and delivery of the Charnwood Children and Family Wellbeing Service to promote good outcomes for 0-4 year olds

### **Objective 3: Children and Family Voice**

What are Charnwood Borough Council's responsibilities?

- Providing opportunity for children and young people to participate in shaping and influencing matters that affect them (United Nations Convention on the Rights of the Child)
- Listen to and communicate with our residents and act on their concerns (Corporate Plan)

What will we do to comply with our responsibilities?

- Provide an opportunity for children and young people to have a voice and be involved in service design
- Deliver initiatives such as awards ceremonies and celebratory events to ensure that children and young people's contribution to our local community is recognised

Furthermore we will work with our multi-agency colleagues to:

- Support the voice work done by other agencies including the Children's Centre Programme and the Make Your Mark programme and proactively implement feedback
- Review need and the focus of children and young people's services across Charnwood on an ongoing basis with our multi-agency partners.



# Delivering the Strategy

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## Arrangements for reviewing progress against the strategy

An Action Plan will be developed to run alongside this Strategy. The Action Plan will be updated annually and any areas of underperformance or slippage will be reported as appropriate.

We will continue to consult and engage children, young people and their families in partnership with our multi-agency colleagues. Maintaining an ongoing dialogue with service users, parents, carers, professionals and advocates will be vital in driving improvement, ensuring challenge and accountability and ensuring that our priorities remain relevant.







# **Charnwood Borough Council Children and Young People Strategy 2019/20 Action Plan**

**Progress key:**

	off target
	on target
	completed

	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
<b>SO 1. To keep children and young people in Charnwood safe</b>						
<b>Outcomes:</b> - Children and young people in Charnwood are safe - Charnwood Borough Council is fully compliant with our legal and corporate responsibilities to safeguard children, in line with requirements of Leicestershire Safeguarding Children's Board						
<b>Charnwood Borough Council responsible for:</b>						
PI 1.1	Ensure that our safeguarding policies are reviewed regularly, kept up to date and promoted to staff by  a) Reviewing policies annually  b) Undertaking promotional activities	a) Annual review completed   b) 2 annual promotions to staff	Head of Neighbourhood Services  Children, Families and Partnerships Manager  Charnwood DSO's (Countywide DSO Group)	a) Children's Policy March 2020 - Q4 2019/20 Adult's Policy March 2020 - Q4 2019/20  b) by end 2019/20		
PI 1.2	To ensure that our Designated Safeguarding Officer's assist the Leicestershire safeguarding processes by taking action in 100% of cases where concerns	An action recorded in 100% of cases in which safeguarding threshold is met	Strategic Director Neighbourhoods and Community Wellbeing	Ongoing Measured 6 monthly		

	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
	meet safeguarding threshold		Head of Neighbourhood Services  Children, Families and Partnerships Manager			
PI 1.3	To provide role appropriate safeguarding training to staff team and elected members using a variety of delivery methods. To provide role appropriate opportunities for staff to show that they can demonstrate competency in safeguarding in line with the Local Safeguarding Children's Board Competency Framework.	a) To monitor quarterly that staff undertake their 3 year refresher training  b) Delivery of 10 face to face safeguarding sessions and silver safeguarding e-learning to 65 staff  c) 3 DSO training/ shared learning events per year	Children, Families and Partnerships Manager  Improvement and Organisational Development Team	a – g) all by end 2019/20		

	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
		d) 5 new DSOs trained across the organisation  e) 1 member training session per year  f) 40 staff engage with competency workshop/ other training activity  g) Procedure applied for contractors who work directly with children				
<b>Charnwood Borough Council contributes towards:</b>						
PI 1.4	Promote the First Response and Request for Service referral process to multi-agency partners, promoting the	100% of cases identified as appropriate for referral to First Response through Joint Action Group	Community Safety Manager	Ongoing Measured 6 monthly		

	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
	early identification of risks and enabling appropriate referrals to support the welfare of families	processes are referred				
PI 1.5	Make children and young people safe by promoting pathways for sharing of intelligence and raising awareness of Leicestershire wide universal safety messages, along with associated training and resources	10 promotional campaigns	Head of Neighbourhood Services  Children, Families and Partnerships Manager  Community Safety Manager			

	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
<b>SO 2. To promote and support integrated working and early intervention</b>						
<b>Outcome:</b> <b>- Partners are working together to support services to improve the wellbeing of children and young people</b>						
<b>Charnwood Borough Council responsible for:</b>						
PI 2.1	To lead and co-ordinate the Think Family Partnership to ensure that partners are informed and working together towards improving the wellbeing of children and young people	a) 3 Think Family Partnership meetings annually  b) 1 needs/ gap analysis event annually	Strategic Director Neighbourhoods and Community Wellbeing  Children, Families and Partnerships Manager	a and b) By end of 2019/20		
PI 2.2	Co-ordination and delivery, in consultation with young people, of an offer of positive activities to young people across the Borough	a) Deliver an annual summer and Easter holiday activity programme for 5-19 year olds	Head of Neighbourhood Services  Children, Families and Partnerships Manager	a and b) By end of 2019/20		

	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
		b) Deliver 5 targeted youth/ family interventions programmes within priority neighbourhoods or with identified target groups	Sports and Active Recreation Manager Community Safety Manager			
PI 2.3	Support provided to assist voluntary sector partners to increase resilience and adapt to a changing landscape	5 initiatives / training opportunities annually	Children, Families and Partnerships Manager  Communities and Partnerships Manager	By end of 2019/20		
<b>Charnwood Borough Council contributes towards:</b>						
P1 2.4	Support the implementation of the new Children and Families Wellbeing Service arrangements to contribute to the well-	Ensure new locality model embedded in locality governance structures	Strategic Director Neighbourhoods and Community Wellbeing  Head of Neighbourhood Services	Ongoing		

	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
	being of children and families in Charnwood		Children, Families and Partnerships Manager			
PI 2.5	To support and develop the 5-19 Action Group and co-ordinate the 5-19 Delivery Plan to promote good outcomes for 5-19 year olds	<p>a) To achieve a level of NEET young people in Charnwood of below 3% between November and January (yr. 12-14) (LCC set target)</p> <p>b) To achieve a level of obesity at year 6 of below 32.7% (National Child Measurement Programme 2017/18 figure)</p>	<p>Strategic Director Neighbourhoods and Community Wellbeing</p> <p>Head of Neighbourhood Services</p> <p>Children, Families and Partnerships Manager</p> <p>Sports and Active Recreation Manager</p> <p>Careers Advice Service</p>	Ongoing Measured annually (b statistics include time lag)		



	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
PI 2.6	To actively support and promote the Children's Centre Programme to promote good outcomes for 0-4 year olds	<p>a) More than 75% of eligible families taking up 2 year Free Early Education Entitlement (FEEE)(baseline 69.6% Nov 2018)</p> <p>b) To achieve a level of obesity at Reception of below 24% (NCMP 2017/18)</p>	<p>Strategic Director Neighbourhoods and Community Wellbeing</p> <p>Children, Families and Partnerships Manager</p> <p>Sport and Active Recreation Manager</p>	Ongoing Measured annually		
PI 2.7	To work with partners to ensure that reporting of domestic abuse is encouraged and a robust response available to victims	<p>a) LWA to support a minimum of 119 adults/families within Charnwood</p> <p>b) LWA to run 2 group work programmes within Charnwood</p>	<p>Children, Families and Partnerships Manager</p> <p>Communities and Partnerships Manager</p> <p>Community Safety Manager</p>	Ongoing Measured annually		

	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
		c) Reduction in the number of incidents of repeat victimisation / return to abusive relationship of 80% whilst working with LWA				

	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
<b>SO 3. To include children, young people and family voice in service design and delivery</b>						
<b>Outcome:</b> <b>- Charnwood Borough Council delivers services that meet the needs of children, young people and families</b>						
<b>Charnwood Borough Council responsible for:</b>						
PI 3.1	Opportunities provided for young people to be involved in service design and delivery within Charnwood	3 opportunities annually	Children, Families and Partnerships Manager	Ongoing Measured annually		
PI 3.2	Deliver initiatives to celebrate and recognise the contribution of young people to the community	2 initiatives/ events annually	Children, Families and Partnerships Manager	Ongoing Measured annually		

	Performance indicator/ Action required	Performance measure	Responsible	Target Date	Update	Status
<b>Charnwood Borough Council contributes towards:</b>						
PI 3.3	Support partners to deliver family focused initiatives or events based on family voice	3 initiatives/ events annually	Head of Neighbourhood Services  Children, Families and Partnerships Manager	Ongoing Measured annually		
PI 3.4	To support young people to progress towards work	5 initiatives to promote volunteering, work experience and apprenticeship opportunities	Head of Neighbourhood Services  Children, Families and Partnerships Manager  Improvement and Organisational Development Team	Ongoing Measured annually		

## Children & Young People's Strategy 2019 – 24 Consultation Feedback Summary

Source	Feedback
<p><b>5-19 Network</b></p> <p>Fun and Families, CBC, Leicestershire Fire and Rescue Service, The Hut, Twenty Twenty, Adullum Housing, Open Heaven, The Bridge, Living Without Abuse, Supporting Leicestershire Families, Go Getta, Falcon Support Services, Police, Loughborough College, Leicestershire County Council Social Care, Young People</p>	<ul style="list-style-type: none"> <li>• Strategic objectives still seem relevant and action plan clear on what is the council's responsibilities but also allows for inclusion of partnership work</li> <li>• Support for all services to co-ordinate delivery of universal risk and safety messages to children and young people and parents</li> <li>• Need for targeted interventions for young people in reduction to knife crime / knife carrying</li> <li>• Need for information sharing about County Lines and new substances / trends</li> <li>• Need for work with boys re attitudes to relationships and sexualised behaviour</li> <li>• Child on parent abuse is an issue</li> <li>• Availability of safeguarding training for VCS is an issue</li> <li>• Lack of available support for children and young people's mental health issues – need to raise awareness of online tools</li> <li>• Need for youth diversionary activities</li> <li>• Need to work together to identify the gaps and identify potential options</li> <li>• Need to ensure that children and young people continue to have involvement and a voice</li> </ul>
<p><b>NEET Advisory Group</b></p> <p>Supporting Leicestershire Families, CBC, Yes Project, Loughborough College, DWP, Inclusion Partnership, Twenty Twenty, The Bridge, Careers Advice Service, Citizens Advice Bureau, Great Project, Leicestershire Cares, BACA, Libraries, Peter Le Marchant Trust, Nottingham Community Housing Association, Rathbone Apprenticeship Training, Adullam Housing, Leicestershire County Council, Education Worker, Adults and Communities</p>	<ul style="list-style-type: none"> <li>• Strategic objectives still seem relevant and action plan clear on what is the council's responsibilities but also allows for inclusion of partnership work</li> <li>• Need for more volunteer, work experience / placement and apprenticeship opportunities for young people</li> <li>• Need for diversionary positive activities for young people</li> <li>• Support sharing of universal risk and safety messages to children and young people</li> <li>• Need for more work with local businesses</li> <li>• Voluntary and Community Sector provide a wide range of support activities in the area, need for assistance with funding</li> <li>• Need to ensure that children and young people continue to have involvement and a voice</li> <li>• Need to encourage young people to be involved in democratic process</li> <li>• Marginalised young people need to have their voice heard</li> </ul>

<p><b>Think Family Partnership</b></p> <p>CBC, Supporting Leicestershire Families, Children's Centre Co-ordinator, Libraries, Adults and Communities, NHS Health Trust, Behaviour and Inclusion Partnerships, Home Start Horizons, Leicestershire County Council, NHS Midwifery, Early Learning, Family Outreach Worker, Schools, Voluntary and Community Sector</p>	<ul style="list-style-type: none"> <li>• Strategic objectives still seem relevant and action plan clear on what is the council's responsibilities but also allows for inclusion of partnership work</li> <li>• Support for all services to co-ordinate delivery of universal risk and safety messages to children and young people and parents</li> <li>• Support for all services to co-ordinate delivery of universal health messages</li> <li>• Need for co-ordinated push for take up of free early years education entitlement</li> <li>• Recognition that intervention within the first 4 years of children's lives is important</li> <li>• Support for delivering programmes that promote improved health and well-being for children and young people and their families</li> <li>• Need to look at co-ordinating services to address obesity levels in children, along with maternal obesity</li> <li>• Need to ensure appropriate information sharing continues to ensure best outcomes for children and young people</li> <li>• Voluntary and Community Sector provide a wide range of support activities in the area, need for assistance with funding</li> <li>• Need to continue co-ordination of partners and services to ensure most effective use of resources and prevent duplication</li> </ul>
<p><b>County Designated Safeguarding Officers</b></p> <p>Rep from each Local Authority</p>	<ul style="list-style-type: none"> <li>• Strategic objectives still seem relevant and action plan clear on what is the council's responsibilities but also allows for inclusion of partnership work</li> <li>• Demonstrates clear links with other local Strategies, policies and plans</li> <li>• Support for all services to co-ordinate delivery of universal risk and safety messages to children and young people and parents</li> <li>• Need to make it shorter</li> <li>• Need to look at producing a children and young people friendly version</li> <li>• Need to share safeguarding training opportunities</li> <li>• Need to look at options for promotion of safeguarding training for voluntary and community sector</li> </ul>

## APPENDIX C

<b>CBC Designated Safeguarding Officers Group</b>	<ul style="list-style-type: none"><li>• Strategic objectives still seem relevant and action plan clear on what is the council's responsibilities but also allows for inclusion of partnership work</li><li>• Demonstrates clear links with other local Strategies, policies and plans</li><li>• Need for continued sharing learning opportunities</li><li>• Need to continue to offer specialist subject training for DSO's e.g. capacity training, signs of safety, coercive control</li><li>• Need to identify gaps for further DSO's</li><li>• Need to promote that safeguarding is everyone's responsibility</li><li>• Need to continue to embed safeguarding in new contracts</li></ul>
<b>Other</b>	<ul style="list-style-type: none"><li>• Strategic objectives still seem relevant and action plan clear on what is the council's responsibilities but also allows for inclusion of partnership work</li><li>• Demonstrates clear links with other local Strategies, policies and plans including LCC's Children and Families Partnership Plan</li><li>• Need ensure shared priorities and work are embedded across all areas</li><li>• May need to update the numbers following the 2021 census</li></ul>

## 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 18<sup>th</sup> 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"> <li>• 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.</li> <li>• 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.</li> <li>• 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</li> <li>• Leicestershire County Council Children and Families Directorate.</li> </ul>

### ■ 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
<b>Age</b>	<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"> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> </ul> <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>
<b>Disability</b> (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><b>Objective 2:</b> 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"> <li>• SEND's (Special Educational Needs and Disabilities) Local Offer for Leicestershire</li> <li>• Disability specific Youth Services provision (e.g. Loughborough LEGGO)</li> <li>• Local service providers (e.g. Glebe House, etc.)</li> <li>• 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.)</li> </ul> <p><b>Objective 3:</b> 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"> <li>• SEND's (Special Educational Needs and Disabilities) Local Offer events</li> <li>• 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with</li> <li>• One-off project specific consultations that may be held throughout the year</li> </ul>
<b>Gender Reassignment (Transgender)</b>	<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><b>Objective 2:</b> Through integrated working with services who offer specific provision to transgender children and young people. These include:</p> <ul style="list-style-type: none"> <li>• Group work provided by Leicestershire County Council's Early Help Service when need is identified</li> </ul> <p><b>Objective 3:</b> 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"> <li>• 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with</li> <li>• One-off project specific consultations that may be held throughout the year</li> </ul>
<b>Race</b>	<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><b>Objective 2:</b> 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"> <li>• Local service providers (e.g. Baca, Shree Ram Krishna Community Project, Equality Action Charnwood, etc.)</li> <li>• 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)</li> </ul> <p><b>Objective 3:</b> 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"> <li>• 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with</li> <li>• One-off project specific consultations that may be held throughout the year</li> </ul>
<p><b>Religion or Belief</b> (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><b>Objective 2:</b> 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"> <li>• Youth Services provision that also incorporates religion/belief elements (e.g. South Charnwood and Melton Behaviour Partnership)</li> <li>• Local service providers (e.g. Baca, Shree Ram Krishna Community Project, Equality Action Charnwood, etc.)</li> <li>• 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)</li> </ul> <p><b>Objective 3:</b> 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"> <li>• 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with</li> </ul>

	<ul style="list-style-type: none"> <li>One-off project specific consultations that may be held throughout the year</li> </ul>
<b>Sex (Gender)</b>	<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"> <li>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.</li> <li>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.</li> <li>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.</li> </ul> <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>
<b>Sexual Orientation</b>	<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><b>Objective 2:</b> 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"> <li>Group work provided by Leicestershire County Council's Early Help Service when need is identified</li> </ul> <p><b>Objective 3:</b> 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"> <li>5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with</li> </ul>

	<ul style="list-style-type: none"> <li>One-off project specific consultations that may be held throughout the year</li> </ul> <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>
<b>Other protected groups (Pregnancy &amp; maternity, marriage &amp; civil partnership)</b>	<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><b>Objective 2:</b> 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"> <li>Local services (e.g. Children Centre Provision, Adult Learning Service, the Teenagers with Babies Access Groups case meetings, Care2Learn etc.)</li> </ul> <p><b>Objective 3:</b> 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"> <li>Teenagers with Babies Access Group: A regular case meeting where professionals can raise parents views and identify gaps in and request particular service provision</li> <li>5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with</li> <li>One-off project specific consultations that may be held throughout the year</li> </ul>
<b>Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)</b>	<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><b>Objective 2:</b> 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"> <li>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</li> <li>Universal local service providers (e.g. youth cafes/clubs and community groups, sports groups,</li> </ul>

	<p>etc.) and targeted local service providers (e.g. The Bridge, Youth Shelter, TwentyTwenty, Armed Forces Covenant, etc.)</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.)</li> </ul> <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"> <li>• NEET Advisory Group: A forum whereby the views and needs of this specific group of young people can be aired</li> <li>• Charnwood Grants Panel: evidence of young people's views often included in applications</li> <li>• Community Safety Partnership delivery groups: evidence of young people's views and experiences often included in discussions</li> <li>• 5-19 Service Providers Networking Event: Service providers are able to represent the voice of the service users they work with</li> <li>• One-off project specific consultations that may be held throughout the year</li> </ul>
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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?**

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

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

<b>Please delete as appropriate</b>
<b>I agree with this assessment / action plan</b>
<b>If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:</b>
<b>Signed (Service Head):</b>  <b>Julie Robinson</b>
<b>Date: 11 February 2019</b>

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