

Equality Impact Assessment

– Children and Young People’s Plan 2008-2011

Directorate:	Children’s Services
Function:	Children and Young People’s Plan
Assessment by:	Richard Keble
Related Policies:	Race, Gender and Disability Equality Schemes
Date:	19 May 2008
Related Procedures:	N/A

Identify all aims of the function:

- To provide the strategic direction for children’s services for 2008-2011
- To set out the priorities for children’s services
- To identify areas for improvement
- To set out the joint commissioning strategy for children’s services
- To set out how services will be developed and integrated to improve outcomes for children and young people

How will you do that?

Write Plan to be agreed by CYPSP

Summary of Research

The Joint Strategic Needs Assessment has highlighted for black and ethnic minority groups that:

- the proportion of children and young people from BME backgrounds is growing, and that within Redditch District this is now nearly 9%, above the national average;
- children and young people from BME backgrounds, and in particular mixed ethnic groups, were over-represented on the child protection register in 2007. However, this is not a trend and over the past 4 years [2003-2007] has been largely proportionate. This indicates that appropriate family support is provided and that child protection practices do not discriminate against BME families;
- we have very limited data on the outcomes for BME groups in terms of health, and do not routinely collect data across some of the other outcome areas;
- children and young people from mixed ethnic groups have been consistently over-represented in the care system over the past 5 years;
- BME groups’ educational attainment is variable, with the Black Caribbean children consistently underperforming and Pakistani children consistently performing above national and statistical comparators;
- travellers are over-represented in exclusions from schools – however, the actual numbers are very low with Worcestershire having below average exclusion rate;
- The attendance of Gypsy, Roma and Traveller children and young people at school is an area that requires further improvement
- Worcestershire, through the TellUs2 survey, reports above average bullying. This includes discriminatory behaviour, although it is not possible to tell to

what extent. However, it should also be noted that young people in the same survey reported that the support they receive from schools to deal with bullying is better than nationally.

The Strategic Needs Assessment has highlighted for children and young people with learning difficulties and disabilities that:

- we do not always collect consistent data about disabled children;
- short-break provision to families of disabled children is extensive, and will be further enhanced during 2008-2011 with Aiming High funding. In addition, the Council has agreed to provide additional resources over the next 3 years to support the continued development of direct payments;
- the number of children with statements of special educational needs has been falling, although remains above the national average. Pakistani children are the BME group with the highest proportion of statements;
- the number of children with autism, moderate learning difficulties and behavioural, emotional and social difficulties is growing;
- the proportion of young people with learning difficulties and/or disabilities who were not in education, employment and training is below the national average, indicating success in supporting these young people to make appropriate learning and employment transition post-school. However, the proportion is still over 1 in 10.

In terms of gender, the Strategic Needs Assessment has highlighted that:

- there is a gender difference in terms of smoking within young people, with girls reporting they are more likely to smoke;
- girls' educational attainment exceeds boys, in line with national trends;

In terms of age, the Strategic Needs Assessment identified the continued importance of services ensuring that vulnerable young people are not disadvantaged as they make the transition to adulthood.

Consultation from young people via the Big Questionnaire [over 8000 responses, predominantly 11 to 16 year olds] has provided information indicating that attitudes towards diverse groups are largely negative, for example:

Only 52% think homosexuals should have the same rights as heterosexual people;

Only 22% think that travellers should have the right to stop and settle;

Only 17% think that people from abroad should seek asylum;

Only 29% are interested in knowing more about different cultures;

With 29% stating that they were aware of racism in their area.

The Plan specifically addresses the issues which arise from this analysis in the following way:

- Valuing diversity is a core value
- Disabled children and young people are a joint commissioning priority;
- Narrowing the Gap is a cross-cutting theme – this means that every action plan in relation to each of the 10 priorities will be required to specifically

consider the gap which needs to be closed and to address that. This will focus on action which explicitly has a measurable impact;

- Specific initiatives are being rolled out to promote community cohesion, and narrow the gap, through schools [eg icoco project]
- Recognising that information about the impact of our services on the BME population, and greater intelligence about the range of needs of disabled children needs to be more systematically and routinely collected. This is essential if we are to commission services more effectively, and to know the difference we are making.

What does the evidence show you?

Overall, the picture in Worcestershire shows that, although we have started to narrow the gap for some diverse groups, diversity will have a growing impact on the way we deliver our services. The importance of narrowing the gap has been recognised by the Children and Young People's Strategic Partnership and is now a cross-cutting theme which runs through all the priorities and action plans.

Summary of Positive or Neutral Impact

The Plan will have a positive impact because it [a] identifies where outcomes for diverse groups are not as good as the rest of the population; and [b] ensures that addressing these differences are a priority within the Plan.

Specific actions are listed below.

Adverse Impact Assessment

The Plan will not have an adverse impact.

Formal Consultation

Extensive consultation with stakeholders and children and young people and their families has taken place during the development of the Plan.

Decision and Recommendation

That the Children and Young People's Plan is approved as having a positive impact on the diverse groups

Publication

EIA will be published on corporate website

What are we going to do?	Performance measure	By When?	Partners involved Lead officer	Link to existing plans/strategies and groups
Develop CAMHS for 16-19 year olds, including services for those young people with learning difficulties and disabilities and those with a dual diagnosis.	<ul style="list-style-type: none"> Existing models of good practice for service delivery in other areas researched. Framework appropriate for Worcestershire identified. Comprehensive CAMHS provided. Increased numbers of 16-19 year olds accessing CAMHS. 	March 2011	Children's Services PCT SMAT Referring agencies	Sustainable Community Strategy CAMHS Strategy
			Lead: Head of Specialist Children's Services	Multi-Agency CAMHS Group
Develop services for children and young people with both learning disabilities and mental health problems.	<ul style="list-style-type: none"> Service in place. Increased number of children and young people with both learning disabilities and mental health problems accessing service. Comprehensive CAMHS provided. Decreased waiting times. 	March 2011	PCT Children's Services Mental Health and Learning Disabilities Partnership Trust CASBAT	Sustainable Community Strategy CAMHS Strategy
			Lead: Head of Specialist Children's Services	Multi-Agency CAMHS Group
Joint Commissioning Board to consider commissioning services to address higher incidence of low birth weights for Asian babies (9% compared to 5% for white women's babies in 2004/05), particularly in Wyre Forest, Redditch, Worcester City and Bromsgrove Districts.	<ul style="list-style-type: none"> Fewer Asian babies born with low birth weights. 	March 2011	PCT WCC Acute Trust	Maternity Commissioning Strategy Maternity Matters Midwifery Delivery Plan
			Lead: General Manager – Women's and Children's Directorate	Maternity Children, Young People and Families Care Planning Sub Committee Joint Commissioning Board
Develop and implement an electronic system to record bullying & racial incidents that can be used by practitioners, children and young people and	<ul style="list-style-type: none"> Electronic system developed. Electronic system embedded. Reported incidents – provides baseline against which impact of 	January 2009	Schools Parents/carers Children's Services WSCB agencies	LAA Sustainable Community Strategy Anti-bullying Strategy WSCB Business Plan

What are we going to do?	Performance measure	By When?	Partners involved Lead officer	Link to existing plans/strategies and groups
parents.	other actions can be measured. It is anticipated that there will be an increase in reported incidents at first.		Lead: SDM - Vulnerable Children	Anti-bullying Strategy Group WSCB Children's Services Business Strategy Board
Expand specific domestic abuse support services to respond specifically to the needs of Black and Minority Ethnic Groups and men.	<ul style="list-style-type: none"> • Increase in direct support from 17.5 hours to 85 hours achieved. • Increase in capacity to support maximum of 28, average of 17 and min of 12 family units (adult) at any one time. • Number of calls to the helpline from BME communities and male victims. • Number of clients from BME communities and male victims accessing support services. • Supporting People outcome measures. 	March 2009	Adult Services (Supporting People) West Mercia Women's Aid Stonham Children's Services WSCB agencies	Domestic Abuse Strategic Review Domestic Abuse Strategy WSCB Business Plan
			Lead: Supporting People Manager	Worcestershire Forum Against Domestic Abuse Children Support Services' & 'Public Awareness' Task Groups WSCB
Expand the implementation of Independent Travel Training for vulnerable groups of young people, especially those with learning difficulties and disabilities.	<ul style="list-style-type: none"> • Number of young people trained. • Number of schools, colleges and other settings participating. 	March 2011	Children's Services 14-19 providers 14-19 Consortia	14-19 Action Plan (draft 2008-2010).
			Lead: SDM - 14-19	14-19 Management Group Worcestershire Integrated Transport Project Management Group

What are we going to do?	Performance measure	By When?	Partners involved Lead officer	Link to existing plans/strategies and groups
<ul style="list-style-type: none"> Implement all strands of the National Primary Strategy / School Improvement Programme including, in particular, for English and mathematics:- targeting underperforming and low attaining pupils with particular emphasis upon <u>Pakistani & Bangladeshi</u> pupils at Key Stage 2. (In English) support the development of early writing skills, especially among boys. 	<ul style="list-style-type: none"> Positive CVA scores for Pakistani & Bangladeshi pupils at Key Stage Two (compensating for relatively low attainment from these ethnic groups at Key Stage One). Positive RAG ratings from Regional National Primary Strategy Officers. 	September 2009 and ongoing	Children's Services Schools	Sustainable Community Strategy Primary School Improvement Strategy
		Termly	Lead: Operational Managers – 0-11/11-19/ALN	
<ul style="list-style-type: none"> Implement all strands of the National Secondary Strategy / School Improvement Programme including, in particular: Provision management – targeting underperforming and low attaining pupils with particular emphasis upon <u>Black African/Caribbean groups at Key Stage 4.</u> 	<ul style="list-style-type: none"> CVA scores in line with other groups with respect to Black African & Caribbean pupils. Positive RAG ratings from Regional National Secondary Strategy Officers. 	September 2009	Schools Pupil Referral Units Children's Services	Sustainable Community Strategy Achievement and Access Head of Service Plan Secondary School Improvement Strategy
		Termly	Lead: Operational Managers – 0-11/11-19/ALN	
Fully implement the Minority Ethnic Achievement Programme (MEAP) and Gypsy Roma & Traveller (GRT) Achievement Programmes to support the achievement of children from	Performance will be measured against upper quartile achievement targets already set in the SALT process (e.g. 68% Pakistani pupils, 79% Mixed W/Black Caribbean with Level 4+ in English and mathematics at Key Stage	September 2009	Children's Services Schools National School Improvement Strategy MEAP and GRT Regional Advisers	Sustainable Community Strategy Achievement and Access Head of Service Plan National Strategy Consultant Team plans

What are we going to do?	Performance measure	By When?	Partners involved Lead officer	Link to existing plans/strategies and groups
ethnic minority groups at all key stages across the county.	2. 44% Pakistani pupils, 47% Mixed W/Black Caribbean gaining 5+ A*-C grades including English and Mathematics at GCSE).		Lead: Operational Managers – 0-11/11-19/ALN	
Monitor the performance of socio-economic and BME groups across all High Schools and use this to trigger intervention through SEAL and ISP strategies.	<ul style="list-style-type: none"> Reduction in number of schools showing significant under-achievement in the Acorn 'hard pressed category' (19 schools in 3 year period 2005-7). 	Yearly to September 2011	Children's Services Schools Fisher Family Trust	Sustainable Community Strategy Achievement and Access Head of Service Plan Secondary School Improvement Strategy
			Lead: SDM – Performance Development	
Improve the support to schools and early years settings in the teaching of citizenship and equality and diversity.	<ul style="list-style-type: none"> Number of settings which are supported to deliver staff training. Number of staff trained. 	March 2010	Children's Services Schools Early Years settings	Children's Services Equalities and Diversity Strategy
			Lead: Operational Manger - Learning Pathways	Children's Services Equalities and Diversity Group
Enhance facilities at the Finstall Centre so that there is a single point of focus for development and support of English as an Additional Language, ethnic minority achievement and community cohesion.	<ul style="list-style-type: none"> Reduction in racist incidents in schools. Number of schools participating in initiatives. 	April 2009	Children's Services Schools	Children's Services Equalities and Diversity Strategy
			Lead: SDM - Vulnerable Children	Children's Services Equalities and Diversity Group

What are we going to do?	Performance measure	By When?	Partners involved Lead officer	Link to existing plans/strategies and groups
Expand the Persona dolls project into Children Centres and related settings, and rollout the Early Years English as an Additional Language Toolkit.	<ul style="list-style-type: none"> • 5 Children's Centres to be trained in use of dolls. • Number of settings using the Early Years English as an Additional Language Toolkit. 	April 2009	Children's Services Children's Centres	Children's Services Equalities and Diversity Strategy
Develop a programme in 9 pilot schools in order to support other schools in promoting the iCoCo Community Cohesion Project (Trinity High School (Redditch), Pershore High School, Holyoakes Field First School (Redditch), Westlands First School (Droitwich), St Catherine's Primary School (Kidderminster), Stanley Road Primary School (Worcester), Tenbury Primary School, Churchill Middle School (Redditch), Blakebrook Special School (Kidderminster),	<ul style="list-style-type: none"> • Implement iCoCo Project in 9 pilot schools. • Expansion of project through mentoring to 50 schools. • 100% schools graded satisfactory or better on community cohesion by Ofsted inspections. 	March 2010	Children's Services Schools	Children's Services Equalities and Diversity Strategy
			Lead: SDM Vulnerable Children	Children's Services Equalities and Diversity Group
Establish more opportunities for young people and their families from different communities to	<ul style="list-style-type: none"> • Number of new clubs established. • Increase in numbers of participants from diverse communities. 	March 2010	Children's Services Community Groups	Children's Services Equalities and Diversity Strategy

What are we going to do?	Performance measure	By When?	Partners involved Lead officer	Link to existing plans/strategies and groups
engage with each other.			Lead: SDM - Extended Services	Children's Services Equalities and Diversity Group
Identify the actions that wider communities and families can take to enhance community cohesion by discussion at the Worcestershire County Council Corporate Equalities Board.	<ul style="list-style-type: none"> • Discussion takes place. • Action plan constructed. • Actions delivered. 	March 2009	Children's Services	Children's Services Equalities and Diversity Strategy
			Lead: SDM – Vulnerable Children	Children's Services Equalities and Diversity Group
Ensure that the results from the Big Questionnaire relating to community cohesion become an element of the Youth Manifesto being developed by the Youth Cabinet.	<ul style="list-style-type: none"> • Youth Cabinet uses results from Big Questionnaire in production of Youth Manifesto and Action Plan. • Community cohesion identifiable within the Youth Manifesto and Action Plan. • Action Plan implemented. 	March 2009	Children's Services Youth Cabinet	Joint Engagement Management Group Action Plan Strategy for Engagement with Children and Young People
			Lead: Participation and Engagement Manager	Joint Engagement Management Group Children's Services Equalities and Diversity Group
Commission the West Midlands Consortium Service for Traveller Children and Families to focus on attitudes of other communities towards Gypsy, Roma and Traveller families (GRT) to support community cohesion.	<ul style="list-style-type: none"> • More GRT ascribing to being GRT. • No of educational professionals attending educational awareness sessions. • Report of evaluation of participation in GRT heritage month. • Participation in community activities which are not GRT specific (Malvern and Upton Project). 	March 2009	Children's Services West Midlands Consortium Service for Traveller Children and Families	Children's Services Equalities and Diversity Strategy
			Lead: SDM - Vulnerable Groups	Children's Services Equalities and Diversity Group
Developing a range of housing and support options for young adults with LDD in partnership	<ul style="list-style-type: none"> • More young people in supported accommodation. • Increased range of housing options 	March 2011	Children's Services ACS District Councils	Children with Disabilities and Complex Health Needs Strategy

What are we going to do?	Performance measure	By When?	Partners involved Lead officer	Link to existing plans/strategies and groups
with Adult and Community Services.	available.		Lead: SDM – Children with Disabilities and Complex Health Needs	Housing Subgroup of Learning Disability Board
Establish a consistent approach to providing adaptations to accommodation across all District Councils.	<ul style="list-style-type: none"> Consistent approaches in place. 	March 2010	Children's Services District Councils Care and Repair Agencies	Children With Disabilities Strategy District Council Housing Strategies
			Lead: Chair of Chief Housing Officers Group	Children With Disabilities Group Chief Housing Officers Group
Develop a countywide register of adapted properties for those with physical disabilities, to enable better matching of adapted properties with those families who have a need for an adapted home.	<ul style="list-style-type: none"> Register produced. Number of properties on register Implement as part of the South Housing Market Area Choice Based Lettings scheme. 	March 2010	Children's Services District Councils	Children with Disabilities and Complex Health Needs Strategy
			Lead: Chair of Chief Housing Officers Group	Children with Disabilities and Complex Health Needs Strategy Group
Embed consistent person centred approaches to transition planning across all schools and settings.	<ul style="list-style-type: none"> Percentage of year 9 pupils with statement of SEN who have a person centred plan review (to be measured by SEN Area assessment officers in annual transition reviews). 	September 2009	Schools Colleges Connexions Children's Services PCT	Children With Disabilities Strategy and Complex Health Needs Strategy Additional needs Sector Plan Connexions Business Plan
			Lead: SDM - Additional Needs	SEN Management Forums ISG Implementation Steering Group.
Provide a menu of work experience opportunities across agencies of the Children and Young People's Partnership for young people who are looked after, from BME groups and with LDD.	<ul style="list-style-type: none"> Number of young people from each group accessing work experience placements in Children and Young People's Partnership agencies. Number and percentage of partners providing work experience. 	March 2011	Children's Services Training Providers Children and Young People's Strategic Partnership Agencies	14-19 Strategy Corporate Parenting Strategy
			Lead: SDM – 14-19	CYPSP Advisory Group 14-19 Management Group

What are we going to do?	Performance measure	By When?	Partners involved Lead officer	Link to existing plans/strategies and groups
More young adults with learning difficulties and disabilities accessing supported living and supported places in employment and training.	<ul style="list-style-type: none"> Increase in number of young adults accessing supported living. Increase in number of young adults accessing supported places in employment and training. 	March 2011	Connexions Adult and Community Services Children's Services Learning Skills Council Supporting People Schools Transition Co-ordinator Transition Social Workers Children With Disability Social Workers	LAA Sustainable Community Strategy Strategy for delivery of integrated services for CWD and complex health needs 14-19 Strategy
			Lead: SDM - Children with Disabilities and Complex Health Needs	
Ensure creative use of Direct Payments to meet the assessed needs of children with severe and enduring disabilities, continue to promote choice for families through the use of Direct Payments.	<ul style="list-style-type: none"> Increase in the number of 16-17 year olds and young adults accessing Direct Payments. 	March 2009 and annually	Children's Services Any referring agency	LAA Sustainable Community Strategy Strategy for Delivery of Integrated Services for CWD and Complex Health Needs
			Lead: SDM - Children with Disabilities and Complex Health Needs	
Develop further opportunities for children with LDD to access childcare through integrated provision supported by extended schools and continue to support specialist holiday play schemes.	<ul style="list-style-type: none"> Increase in number of children with LDD attending integrated service provision. Increase in number of children with LDD accessing specialist childcare provision, including holiday play schemes. 	March 2009	Early years and childcare providers Children's Centres Schools Specialist professionals (e.g. Portage) Children's Services	LAA Sustainable Community Strategy Early Years and Childcare Plan Early Years and Childcare Inclusion Team Plan Information to Parents Strategy Children's Centres Business Plans

What are we going to do?	Performance measure	By When?	Partners involved Lead officer	Link to existing plans/strategies and groups
			Lead: Operational Manager - Quality Support Early Years and Childcare	
Increase the number of child care settings which are skilled and trained to offer high quality childcare to children with disabilities/complex health needs.	<ul style="list-style-type: none"> • Number of settings trained. • Level of support to settings to make provision for children with disabilities and complex health needs. • Level of funding to settings to make provision for children with disabilities and complex health needs. 	March 2009	Early years and childcare providers Schools Specialist professionals (e.g. Portage) Children's Services Children's Centres	LAA Sustainable Community Strategy Early Years and Childcare Plan Early Years and Childcare Inclusion Team Plan Information to Parents Strategy Children's Centres Business Plans
Improve the availability of support and information on benefits for families of children with disabilities.	<ul style="list-style-type: none"> • Increase in number of enquiries. • Increase in numbers accessing services. 	March 2009	Children's Services Citizen's Advice Bureau Job Centre plus Benefits agencies	LAA Sustainable Community Strategy Early Years and Childcare Plan Family Information Service Information to Parents Strategy
			Lead: Operational Manager – Market Development Early Years and Childcare	