

## Equality Impact Assessment (EqIA)

### Introduction

This EqIA is for:

**Children, Young People's and Families Plan  
2016-2018**

Details are set out:

Children and Young People's Committee (April 2016) and Policy Committee (May 2016)

Officers undertaking the assessment:

Chris Jones and Alison Miller, Children, Families and Cultural Services

Assessment approved by:

Derek Higton, Service Director, Youth, Families and Cultural Services

Date: April 2016

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

### Part A: Impact, consultation and proposed mitigation

#### 1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The Nottinghamshire Children, Young People and Families (CYPF) Plan 2016-2018 is the joint strategic plan of Nottinghamshire Children's Trust, and will replace the equivalent plan for 2014-2016. The Children's Trust is fully committed to the promotion of equality and diversity through the CYPF Plan.

The CYPF Plan identifies the key areas where by working together the partnership can make the greatest difference to the lives of children, young people and families in Nottinghamshire. The Children's Trust is committed to supporting the most vulnerable children and young people, and will target services to those who need them most.

The CYPF Plan provides a strategic overview of what will be delivered over the next two years including the expected impact on the lives of children, young people and families. The CYPF Plan provides links to the supporting strategies and plans which will provide further detail including specific performance measures. These strategies and plans will also have associated needs assessments and Equality Impact Assessments, where appropriate. The details of these strategies / plans will also include information on how outcomes for children, young people and their families are expected to be improved.

The CYPF Plan identifies four priorities for the period 2016-2018. These priorities are:

- Children and young people are safe in Nottinghamshire
- Children and young people are happy and healthy in Nottinghamshire
- Children and young people achieve their potential in Nottinghamshire
- Children, young people and families receive support when needed in Nottinghamshire.

The CYPF Plan's priorities have been informed by the evidence of the local needs of children, young people and families from the [Nottinghamshire Joint Strategic Needs Assessment](#) (JSNA) which identifies the current and future health and wellbeing needs of the local population. This information is regularly used for the commissioning of services within Nottinghamshire. The CYPF Plan was also informed by data on the performance of the County Council's services, and of partner organisations, as well as inspection findings.

The priorities for the CYPF Plan have been consulted on with a range of stakeholders including the Nottinghamshire

Safeguarding Children Board, front line practitioners and their managers through a series of Children’s Trust Roadshow events, and with children and young people through the Young People’s Board. Wherever possible, existing consultations have also been used to inform the CYPF Plan. These include the consultation activity with children and young people for the Young People’s Health Strategy, feedback from Children’s Centres local advisory groups, and from parents and carers of disabled children and young people.

The priorities are in line with the Health and Wellbeing Strategy for Nottinghamshire (2014-2017) which focusses on ensuring the health and wellbeing needs of the people of Nottinghamshire are met. The CYPF Plan provides the delivery plan for the children and young people’s section of the Health and Wellbeing Strategy, including the two key priorities of the Health and Wellbeing Board regarding child sexual exploitation and emotional health and wellbeing.

Needs assessments and performance data suggest that, within Nottinghamshire, the localities where there are higher numbers of families on low incomes are often those localities where children and young people are less healthy, do less well at school and are more likely to need the support of Children’s Social Care. Across the County, children and young people who are eligible for free school meals have lower educational attainment, on average, than their peers. Some other children and young people may face particular disadvantages and so need more support. This includes disabled children and children in local authority care.

It is not anticipated that the CYPF Plan will have any negative impact on people with protected characteristics. If all of the plan’s key activities are achieved in full, there will be a significant positive impact. If, due to any unforeseen problems encountered, any of the plan’s key activities are not achieved, or not achieved in full, this will result in a reduced positive impact and should not have any negative impact.

**2 Protected Characteristics: Is there a potential positive or negative impact based on:**

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

**3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:**

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
N/A	N/A	N/A

**Part B: Feedback and further mitigation**

**4 Summary of consultation feedback and further amendments to proposal / mitigation**

N/A
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Completed EqlAs should be sent to [equalities@nottscc.gov.uk](mailto:equalities@nottscc.gov.uk) and will be published on the Council’s website.