

EIA – NSCB Business Plan

Equality Impact Assessment Form

Name of strategy, policy or plan	NSCB Business Plan
Authors initial assessment of adverse impact on minority groups	High <input checked="" type="checkbox"/> Medium <input type="checkbox"/> Low <input type="checkbox"/>
Are there any connected plans that have already had an EIA undertaken?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If yes Please state: Children and Young People's Plan
Person Carrying Out EIA	Laurence Jones / Sarah Lee
Date EIA completed	09.03.2010
Who has been consulted in completion of the EIA? (please give individual or group names as appropriate)	To be completed: Safeguarding Board Members. Service Users (Young People and Families). Agency Equality Officers across NSCB partnership.
Terms of Reference	
<p>To cover all equality strands, i.e. race, gender, disability, sexual orientation, age and religion, social deprivation, rural isolation and minority groups (i.e. Travellers).</p> <ul style="list-style-type: none"> • To consider the transparency and methodology of the decision making. • To extrapolate and apply in a meaningful way through action planning a strategy to consider it's impact on the equality strands • To identify any area's for improvement and development of the services arising out of the EIA in the six equality areas inclusive of any others. • To develop an appropriate action plan for any identified issues through consultation. • To apply the findings of the EIA in a practical way by sharing the findings with our partners and utilising data as the basis of training in this area. 	

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Diversity Area	Positive Impact Y/N	Adverse Impact Y/N	Unmet Need in relation to equalities	Evidence
Black and Minority Ethnic Service Users or communities	Y	Y	Failure to demonstrate through the plan any monitoring of specific needs of BME groups or specific plans to address needs when identified.	<p>Most areas of plan fail to address the needs of BME service users and communities and there is no specific action to monitor or address in inequalities.</p> <p>Children from Abroad guidance will have a positive impact on the needs of BME children once complete and if successfully implemented.</p>
Lesbian, Gay, Bisexual or Transgender Service Users or communities	N	Y	Failure to demonstrate through the plan any monitoring of specific needs of LGBT groups or specific plans to address needs when identified.	Most areas of plan fail to address the needs of LGBT service users and communities and there is no specific action to monitor or address inequalities.
Gender	N	Y	<p>DV actions fail to acknowledge male victims although Women's Aid is referenced.</p> <p>Failure to demonstrate through the plan any monitoring of specific needs of gender groups or specific plans to address needs when identified.</p>	Most areas of plan fail to address the differing needs of male and female service users and communities and there is no specific action to monitor or address inequalities.
Service Users or community members aged 13 years or below	Y	N	<p>Participation outcomes poorly defined.</p> <p>Plans for communication seem focussed on adults and no reference is made to getting messages to children.</p>	<p>Specific reference made to participation of children.</p> <p>Process to allow children on CP Plans to provide feedback will be positive when implemented if the feedback is acted upon.</p>
Service users or community members aged 18 years and below	Y	N	<p>Participation outcomes poorly defined.</p> <p>Plans for communication seem focussed on adults and no reference is made to</p>	<p>Specific reference made to participation of young people.</p> <p>Process to allow young people on CP Plans to provide feedback will</p>

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			getting messages to young people.	be positive when implemented if the feedback is acted upon.
Service users or community members aged 65+	N	N	NA	NA
Service users or communities with specific religious or spiritual beliefs	N	Y	Failure to demonstrate through the plan any monitoring of specific needs of Faith groups or specific plans to address needs when identified.	Most areas of plan fail to address the needs of service users of different faiths and there is no specific action to monitor or address inequalities.
Service users or community members with disabilities	Y	N	Failure to demonstrate through the plan any monitoring of specific needs of disabled children or young people or specific plans to address needs when identified.	Specific actions around parents with additional needs and young carers.
Service users living in deprived households or communities.	N	Y	No links made of how the Board will consider locality working and respond to the needs of specific districts and their sub areas.	
Service users or communities in rural locations	N	Y	No links made of how the Board will consider locality working and respond to the needs of specific districts and their sub areas.	
Service users with mental health conditions or learning disabilities	Y	Y	Reference to deliberate injury does not make links to self harm. No reference to young people as survivors of abuse/ traumatic events and the impact on mental health. No reference to young people or adults with learning disabilities and differing needs in relation to communication or participation.	Specific actions around parents with additional needs and young carers and guidance on “Children who Self Harm” will have a positive impact of successfully implemented.

Conclusions and Recommendations

Plan requires thorough re-working to ensure that all equality and diversity aspects are

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covered.			
Identified Issue	Action Required	Lead Officer	Timescale
No plans to address or monitor needs of BME service users/communities within the business plan.	All substantive actions within the plan reference how BME need will be monitored and addressed.	Chair of the Board.	01/6/2010
No plans to address or monitor differing needs of male and female services users within the business plan.	All substantive actions within the plan reference how BME need will be monitored and addressed.	Chair of the Board.	01/6/2010
No plans to address or monitor differing needs of services users with disabilities, learning needs or emotional/mental health problems within the business plan.	All substantive actions within the plan reference how these needs will be monitored and addressed.	Chair of the Board.	01/6/2010
No plans to address or monitor differing needs of services users from different faiths and beliefs within the business plan.	All substantive actions within the plan reference how BME need will be monitored and addressed.	Chair of the Board.	01/6/2010
No plans to address or monitor needs of LGBT services users/communities within the business plan.	All substantive actions within the plan reference how LGBT need will be monitored and addressed.	Chair of the Board.	01/6/2010
Participation outcomes poorly defined.	Outcomes expected from service user participation need more clearly defining.	Chair of the Board.	01/6/2010
Plans for communication need to reflect the needs of children and service users with learning disabilities, mental health problems, English as an additional language and low literacy levels.	More clearly define communication strategy with the business plan.	Chair of Board	01/6/2010

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No reference within plan to the emotional and mental health needs of children and young people surviving abuse or trauma.	Business plan needs to address how needs of survivors will be monitored and addressed.	Chair of the Board	1/6/2011