

Durham County Council Equality Impact Assessment

NB: The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

Section One: Description and Screening

Service/Team or Section	Transformation and Partnerships, PACE
Lead Officer	Glenn Robinson
Title	Senior Partnership Officer
MTFP Reference (if relevant)	
Cabinet Date (if relevant)	6 th February 2019
Start Date	10 th September 2018
Review Date	EIA will be reviewed annually in line with the annual review of the CYPS

Subject of the Impact Assessment

<p>Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):</p>
<p>The Children and Young People's Strategy (CYPS) is a strategy for children, young people and their families across County Durham.</p> <p>The CYPS will give focus and clarity around the priorities for improving services and life opportunities for children and young people.</p> <p>Based on feedback from children and young people, the CYPS looks at the current situation, and outlines where we want to be in three years, what actions we will take to get there and what service users can expect.</p> <p>Our ambition is that County Durham will be a great place for children and young people to grow up in and for Durham to be a place where all children are healthy, happy, safe and achieving their potential. To achieve this, we have developed four key aims:</p> <ol style="list-style-type: none"> 1. All children and young people have a safe childhood 2. Children and Young People enjoy the best start in life, good health and emotional wellbeing 3. Young people gain the education, skills and experience to succeed in adulthood

Appendix 3

<p>4. Children and young people with special educational needs and disabilities achieve the best possible outcomes</p> <p>A link to the draft CYPS can be accessed (add link to strategy in final document)</p>
<p>Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):</p> <p>Children, young people and families in County Durham.</p>

Screening

Is there any actual or potential negative or positive impact on the following protected characteristics?		
Protected Characteristic	Negative Impact Indicate: Y = Yes, N = No, ? = unsure	Positive Impact Indicate: Y = Yes, N = No, ? = unsure
Age	N	Y
Disability	N	Y
Marriage and civil partnership (workplace only)	N	N
Pregnancy and maternity	N	Y
Race (ethnicity)	N	Y
Religion or Belief	N	N
Sex (gender)	N	Y
Sexual orientation	N	Y
Transgender	N	Y

<p>Please provide brief details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.</p>
<p>No adverse impact is anticipated – the strategy aims to reduce the impact of inequality for all children by focusing on their safety, wellbeing and access to opportunity.</p>

<p>How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:</p> <ul style="list-style-type: none"> • eliminate discrimination, harassment and victimisation, • advance equality of opportunity, and • foster good relations between people from different groups
--

Appendix 3

The statutory requirement to produce a Children's strategy was revoked by the government in 2010. Our commitment to develop the CYPS is testament to the continuous progress to improve outcomes for children, young people and their families in County Durham. The strategy aims to improve outcomes for all children, young people and families but will be of particular benefit for vulnerable groups for example those with a special educational needs and/or disability, mental health provision, also disadvantaged groups for example gender gap in sports participation, lower participation rates of young women in certain careers etc.

The engagement and consultation activity around the development of the CYPS will help to promote a better understanding of the respective groups, and will help identify and address the needs of specific groups of people within the county.

Evidence

What evidence do you have to support your findings?

Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

There is a range of national legislative and policy change affecting children's services, which have informed the CYPS. These highlight inequalities that the CYPS aim to reduce.

Key policy areas are:

1. The strengthened Working together to Safeguard Children guidance published in July 2018, which aims to improve partnership working to protect children and young people. It sets new legal requirements for the police, Clinical Commissioning Groups and local authorities to make joint decisions to meet the needs of local children and families.
2. The independent review, Foster care in England, published in February 2018, sets out six priority areas for the government's vision for a better care system, driven by children's needs and views.
3. The government's Childhood Obesity: a plan for action, Part 1 and 2, published in June 2018, aims to reduce England's childhood obesity within the next 10 years. Their goal is to half childhood obesity and reduce the gap in obesity between children from the most and least deprived areas by 2030.
4. Transforming children and young people's mental health provision: a green paper, published in December 2017, proposes measures to improve mental health support for children and young people through earlier intervention and prevention, especially in schools and colleges.
5. The government is also consulting on draft regulations and statutory guidance relating to Relationships Education, RSE and Health Education which includes teaching children about physical and good mental health, online safety and healthy relationships.
6. The Internet Safety Strategy Green Paper, published in May 2018, considers developing children's digital literacy and the safety of young people's use of online dating websites and applications.

Appendix 3

7. The Civil Society Strategy: Building a Future that Works for Everyone, published in August 2018, sets out how the government will work with and for civil society in the long term to create a country that works for everyone, including a review of the statutory duty placed on local authorities to provide appropriate local youth services.
8. Ofsted's new Inspection of Local Authorities (ILACS) Framework changes the way local authorities are inspected depending on previous judgement and places a stronger emphasis on partnership working within front-line services to improve children and young people's lives.
9. There is also a new inspection framework for youth offending and a new education inspection framework expected in early 2019.

Engagement has also taken place with the following on the CYPS

- Investing in Children - two agenda days
 - Key findings are included in the CYPS
- Student Voice Survey
 - Key findings are included in the CYPS
- GRT children's views from the GRT Fun Day were fed into the strategy development

Additional engagement on CYPS has been sought from:



- Integrated Steering Group for children 31st May
- AHS Management Team 7th June
- Children and Families Partnership 19th June
- CYP Overview and Scrutiny Committee 2nd July
- Health and Wellbeing Board 4th July
- TAP Management Team 14th August
- AHS Management Team 16th August
- Integrated Steering Group for Children 20th August
- CCG Executive Group 28th August
- County Durham Partnership 31st August
- Health and Wellbeing Board 31st August
- Safe Durham Partnership Board 31st August
- Economic Partnership Board 31st August
- Environment Partnership Board 31st August
- Area Action Partnerships 31st August
- GRT Families 31st August
- Business Durham 4th September
- CYP Overview and Scrutiny Committee 10th September
- CMT 19th September
- Integrated Care Board 19th October

Appendix 3

Screening Summary

On the basis of this screening is there:	Confirm which refers (Y/N)
Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment?	Yes – to be updated accordingly
No evidence of actual or potential impact on some/all of the protected characteristics?	

Sign Off

Lead officer sign off: 	Date: 10.11.18
Service equality representative sign off: 	Date: 10.11.18

If carrying out a full assessment please proceed to section two.

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to equalities@durham.gov.uk

If you are unsure of potential impact please contact the corporate research and equalities team for further advice at equalities@durham.gov.uk

Section Two: Data analysis and assessment of impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

Protected Characteristic: Age		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?
<p>The CYPS references children and young people of all ages, and aims to reduce inequalities</p> <p>Improved outcomes for Children and Young People</p>	<p>A positive impact is expected as the strategy is designed to reduce the gaps identified.</p> <p>Feedback from the evidence outlined above, in addition to the INA/JSNA identifies the issues that will impact on children and young people.</p> <p>IIC engagement indicates that bullying appears to be apparent across the age groups. Children and young people reported that more needs to be done within school policies to ensure this is dealt with properly.</p> <p>The student voice survey indicates that:</p> <p>53% of secondary school students feel that they are achieving expected progress in Reading, Writing and Numeracy</p> <p>1,481 (39.8%) primary school pupils and 1,418 (25.1%) secondary school pupils who participated said that they had been bullied at their current school</p> <p>In primary school bullying is more prevalent in above average Free School meals (FSM) schools and FSM eligible pupils in secondary school are more likely to have been bullied</p>	<p>Evidence from a range of engagement activities will continue to feed into the CYPS</p> <p>Development of an engagement strategy</p> <p>Monitor & review to address gaps/emerging issues</p>

Appendix 3

	<p>There are almost 1,500 hospital admissions caused by injuries in children aged 0-14.</p> <p>24.1% of children aged 5-6 are overweight or obese – this is around 1,400 children.</p> <p>38% of children age 10-11 are overweight – this is over 2,000 year 6 children in County Durham.</p> <p>26% of 5 year olds have decayed, filled or missing teeth – this is higher in the more deprived areas.</p> <p>196 under 18's were admitted to hospital for alcohol specific conditions.</p> <p>There are approximately 216 hospital admissions a year due to self-harm.</p> <p>Approx. 6% of 16-17 year olds are not in education, employment or training.</p> <p>There are over 800 Looked After Children, and the rate appears to be rising.</p> <p>100% of Schools in County Durham are signed up to Operation Encompass, which informs schools if a child has been in a family which has suffered domestic abuse the previous day.</p>	
--	--	--

Appendix 3

Protected Characteristic: Disability		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The CYPS has actions included to achieve the best possible outcomes for children and young people with special educational needs and disabilities	<p>A positive impact is expected as the strategy is designed to reduce the gaps identified.</p> <p>Children from the IIC eXtreme group have been involved in CYPS strategy consultation.</p> <p>There are approximately 10,200 young people at school with SEND – this is about 14.5% of all school pupils.</p> <p>There are approximately 10,000 children in County Durham with a diagnosable mental health problem – this is about 10% of children.</p> <p>2.6% of all school pupils in County Durham have social, emotional and mental health needs – this is approx. 1,800 young people.</p>	<p>Development of a participation and engagement strategy. Including engagement with distinct groups e.g. GRT.</p> <p>Review and provide evidence on how the CYPS has had a positive impact on children's lives.</p>

Protected Characteristic: Marriage and civil partnership (workplace only)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
There are no specific impacts or evidence related to Marriage or civil partnerships.		

Appendix 3

Protected Characteristic: Pregnancy and maternity		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The CYPS includes actions to reduce smoking in pregnancy, improve breastfeeding rates and reduce teenage conceptions.	<p>A positive impact is expected as the strategy is designed to reduce the gaps identified.</p> <p>There were approximately 173 teenage conceptions in 2016, which is the lowest since recording began in 1998.</p> <p>In County Durham more mothers are smokers when they have their baby.</p> <p>Breastfeeding rates are lower.</p>	Development of a participation and engagement strategy

Protected Characteristic: Race (ethnicity)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
Evidence from the INA/JSNA is used to inform the CYPS, which aims to reduce gaps/inequalities	<p>A positive impact is expected as the strategy is designed to reduce the gaps identified.</p> <p>Families from GRT communities have been given the opportunity to provide feedback on the CYPS to ensure their needs are considered in its development.</p>	Development of a participation and engagement strategy

Appendix 3

Protected Characteristic: Religion or belief		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
There are no specific impacts or evidence related to religion or beliefs but these issues will continue to be monitored through the JSNA and INA.		

Protected Characteristic: Sex (gender)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The CYPS references aims to reduce gaps/inequalities in gender. For example by reducing excess weight amongst children age 4 – 5 and 10 – 11, and reducing oral health inequalities through a range of interventions.	<p>A positive impact is expected as the strategy is designed to reduce the gaps identified.</p> <p>Information from the evidence highlights issues where there are gender differences and actions will be in place to address these where necessary e.g. Only 37.1% of boys and 31.2% of girls in primary and 25.5% of boys and 17.7% of girls in secondary reported to being physically active for at least 60 minutes on all 7 days.</p> <p>The student voice survey also indicated that a higher percentage of boys (in both primary and secondary) reported to consuming one or more energy drinks per day</p> <p>In County Durham, life expectancy at birth is shorter by 7.7 years for males, and 7.1 years for females.</p>	<p>The School Survey will continue to feed into the CYPS development</p> <p>Development of a participation and engagement strategy</p> <p>Schools leaders will be given the tools to embed physical activity.</p> <p>Promote healthy eating to reduce obesity.</p>

Appendix 3

Protected Characteristic: Sexual orientation		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The needs of young people who are LGBTQ are considered in the development of the CYPS.	<p>A positive impact is expected as the strategy is designed to reduce the gaps identified.</p> <p>As part of our engagement, Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) young people had the opportunity to have their voice heard and views listened to. This engagement enables us to evaluate children and young people's perceptions of current issues within education, personal safety, health, special needs/disabilities and emotional wellbeing. Addressing issues at home, in the community and at school.</p>	<p>Development of a participation and engagement strategy</p> <p>Identify and work with partner organisations to address issues raised e.g. LSCB and Safe Durham Partnership to raise awareness of homophobic bullying or hate crimes.</p>

Protected Characteristic: Transgender		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The needs of young people who are Transgender are considered in the development of the CYPS through consultation with LGBTQ young people	<p>A positive impact is expected as the strategy is designed to reduce the gaps identified.</p> <p>As part of our engagement with LGBTQ young people, transgender young people have had the opportunity to have their voice heard and views listened to. This engagement enables us to evaluate children and young people's perceptions of current issues within education, personal safety, health, special needs/disabilities and emotional wellbeing.</p>	<p>Development of a participation and engagement strategy</p> <p>Identify and work with partner organisations to address issues raised e.g. LSCB and Safe Durham Partnership to raise awareness of homophobic bullying or hate crimes.</p>

Section Three: Conclusion and Review

Summary

Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.

The development of the CYPS will ensure that we have a strategy that is fit for purpose and continues to meet the needs of children, young people and families across County Durham.

Will this promote positive relationships between different communities? If so how?

Evidence from the engagement will help us to tailor and commission services to address the needs of children, young people and their families and work towards improving outcomes for them.



Action Plan

Action	Responsibility	Timescales for implementation	In which plan will the action appear?

Review

Are there any additional assessments that need to be undertaken? (Y/N)	N
When will this assessment be reviewed? Please also insert this date at the front of the template	EIA will be reviewed annually in line with the annual review of the CYPS

Sign Off

Lead officer sign off: 	Date: 19.12.18
Service equality representative sign off: 	Date: 19.12.18

Please return the completed form to your service equality representative and forward a copy to equalities@durham.gov.uk