

# Durham County Council Equality Impact Assessment

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. Completion of this template allows us to provide a written record of our equality analysis and demonstrate due regard. It must be used as part of decision making processes with relevance to equality.

Please contact [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk) for any necessary support.

## Section One: Description and Screening

<b>Service/Team or Section</b>	Neighbourhoods and Climate Change
<b>Lead Officer name and job title</b>	Andrea Petty, Partnerships Strategic Manager
<b>Subject of the impact assessment</b>	Children, Young People and Families Strategy 2023 – 25 'Growing Up in County Durham'
<b>Report date (Cabinet/CMT/Mgt team etc)</b>	Cabinet – 16 November 2022
<b>MTFP Reference (if relevant)</b>	n/a
<b>EIA Start Date</b>	March 2022
<b>EIA Review Date</b>	2025

## Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice which is the subject of this impact assessment.

The Children, Young People and Families Strategy is coming to the end of its time span in 2022. A revised strategy for 2023 – 25 is being developed by the Children, Young People and Families Partnership Board with a time span to align with other health and care plans such as the Joint Health and Wellbeing strategy.

The plan will be evidence-based and built on what Children, Young People and Families (CYP&F) and carers tell us around four key themes:

- Making sure every child has the best start – even before they are born
- Making sure that all children are supported to be happy, healthy, safe and achieving their potential and providing additional help when it is needed
- Making sure that teenagers are supported as they move into adulthood

- Providing joined up services with children, young people and families/carers at the centre

CYP&F will also help formulate a new vision for CYP&F in County Durham.

The strategy will make links to other relevant strategies e.g., poverty action plan, mental health plan and SEND.

Who are the main people impacted and/or stakeholders? (e.g., general public, staff, members, specific clients/service users, community representatives):

Children, young people and their families/carers in County Durham: All groups within the population.

## Screening

Is there any actual or potential negative or positive impact on the following protected characteristics<sup>1</sup>?

Protected Characteristic	Negative Impact Indicate: Yes, No or Unsure	Positive Impact Indicate: Yes, No or Unsure
Age	N	Y
Disability	N	Y
Gender reassignment	N	N
Marriage and civil partnership (only in relation to 'eliminate discrimination')	N	N
Pregnancy and maternity	N	Y
Race	N	Y
Religion or Belief	N	N
Sex	N	Y
Sexual orientation	N	Y

<sup>1</sup> <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

Please provide **brief** details of any potential to cause discrimination or negative impact. Record full details and any mitigating actions in section 2 of this assessment.

The Growing Up in County Durham (GUICD) strategy is aimed at improving outcomes for CYP&F across County Durham.

Our approach will be based on the thrive model which outlines different levels of support to help all children / families to thrive from general signposting right through to getting crisis support. Our approach will be targeted to areas and families most in need through the use of Durham Insights and population health management data.

The strategy focuses on the four key areas but doesn't cover every CYP&F related issue / service as these are covered in other strategies e.g., poverty, SEND, mental health.

Please provide **brief** details of positive impact. How will this policy/proposal promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups

The Growing Up in County Durham strategy aims to improve outcomes for all CYP&F, covering all sections of the community and helping us to pay due regard to the public sector equality duty.

Although beneficial to all, aims are likely to have a positive impact for vulnerable groups in relation to age, pregnancy and maternity with disability being the main focus of the related SEND strategy.

## Evidence

What evidence do you have to support your data analysis and any findings?

Please **outline** any data you have and/or proposed sources (e.g., service user or census data, research findings). Highlight any data gaps and say whether or not you propose to carry out consultation. Record your detailed analysis, in relation to the impacted protected characteristics, in section 2 of this assessment.

## Data

Durham Insight website – JSNA data analysis will be used in developing the strategic aims and objectives of the strategy. High level data sets with relevance to equality has been used as part of the assessment.

## Engagement and Consultation

Work has taken place in March/April 2022 with CYP&F groups across the county to help shape the vision and the four key aims ahead of the strategy development.

The feedback report is available as a separate document, but highlights are included below:

There were two elements to the exercise:

1. To tell us what words or phrases they would like to see included in a statement of ambition for all the county's CYP&F for Growing Up in County Durham?
2. We also asked them a series of questions to help us identify what their aspirations and priorities are, what issues and challenges they are facing and where relevant, what they think of the services they receive?

Members of the Strategy Development Group facilitated engagement sessions (in a variety of formats and settings) with the Youth Council and via Investors in Children, One Point Family Centres, the fostering network, 0 – 25 services and VCS organisations.

A small budget was available to encourage attendance at sessions which was used to pay travel costs and for refreshments/vouchers at some of the sessions. This produced 14 separate pieces of work from CYP&F groups across the county.

A matrix of these can be seen below.

Also considered are the findings from the 2022 Student Voice surveys for Primary and Secondary school pupils which took place January to April 2022 and the annual AAP priority setting exercise. Other pieces of recent work which have also been referenced include SEND strategy development (2022), Healthwatch County Durham survey on Children and Young Person's Mental Health (March 2022 – 989 CYPs) – this survey also contains feedback from education professionals

A breakdown of phase 1 engagement stats

- In total, the views of 883 children and young people and 27 parents / carers are represented in the findings below.
- Of the carers, 11 were Dads or male carers.
- Of CYP 359 females, 394 males, 38 were other e.g., non-binary or preferred not to say and 92 where not stated on the return.
- 62 had SEND or other care needs out of 910 returns, 5 of which were parent / carers.
- 333 aged 11 to 16, 510 17 to 19, 32 U11s and 8 where age not specified on return.

Supplementary to this:

- The Student Voice survey was returned by 5220 primary age children and 4941 secondary age children.
- The AAP priority survey had 2448 returns across the county of which 191 were from people aged 24 and under.
- The Healthwatch County Durham survey on Children and Young Person's Mental Health (March 2022 – 989 CYPs)- including primary schools, scouting organisations, Durham Young Carers, Youth Council in secondary schools

Groups who have taken part in the phase 1 engagement work

<b>Source</b>	<b>Number of returns</b>	<b>SDG member</b>	<b>Geographical location</b>
Dads / male carers	11	One Point	Countywide
Chill Kids	5	One Point	Wheatley Hill
DCBC Forest School	20	0-25 service	Chester-le-Street
Youth Group	15	0-25 service	Derwentside
EOTAS		0-25 service	Countywide
Horden young person group	6	One Point	Horden
Salvation Army Youth Group	5	0-25 service	
Willington Healthy Gardening Project	20	0-25 service	Willington
Blackhall Allotment Group	14	0-25 service	Blackhall
Parents LD service	8	Home Group	East Durham
United Voice	5	liC	Countywide
United Voice	4	liC	Countywide
Durham Johnstone - Y9	25	liC	Durham City
Youth Council	771	YC	Countywide

Members of the VCS Alliance with an interest in children and young people's services were invited to get involved in developing the strategy. 20 reps attended a Teams meeting in mid-March and 5 of those are now further involved having expressed an interest in joining the strategy development group.

The evidence and feedback, along with input from children's services professionals and VCS reps, has shaped the vision statement and seven key themes which we consulted on with the wider public via an online survey, in phase 2 of the engagement process (June 22 – Aug 10<sup>th</sup>) to check that these are right, and we haven't missed anything.

The survey was promoted through the networks established in phase 1. This included stakeholders from the voluntary sector, AAPs, 0-25 services, the Family Centres, school's extranet and head teacher briefings, the Youth Council, Investors in Children, Durham Youth Network and Fun with Food network. It was promoted through Durham County Council and partners social media channels,

using an accessible biteable video to explain the process. Face to face consultation sessions were also held with children and young people from IIC and the Youth Council.

In total 124 responses were received and analysed by the Strategy Development Group, which formed the basis of the draft GUICD strategy 2023-25 which went out to consultation in stage 3 of the process (September 5<sup>th</sup> to 12<sup>th</sup> October 2022).

Phase 2 engagement stats breakdown:

- 62% respondents described themselves as a resident, 18% were from an organisation, 7% from the VSC, 1% from business, and 12% other.
- 89% were female, 11% male.
- 19% said they were disabled.
- 16% were children or young people.
- 93% described their sexual orientation as straight/heterosexual, 2% bisexual, 6% other.
- 56% said they were Christians, 37% no religion, 7% other.
- 97% said they were White British, 2% other and 1% travelling community.

We are developing methods to involve CYP&F groups and other interested parties e.g., VCS on an ongoing basis throughout the lifespan of the strategy. These include VCS representation on the Strategy Development Group, working with the Youth Council and Investors in Children and taking advantage of opportunities for engagement via the summer holiday fun with food programme.

Phase 3 of the consultation ran from September 5<sup>th</sup> to 12<sup>th</sup> October 2022. The consultation was carried out via a web survey for the general public to complete, which was promoted through the networks established in phase 1 of the consultation process. The consultation focused on the draft strategy, which was made available for people to read, followed by three consultation questions:

- To what extent do you agree or disagree with the new Children, Young People and families' Strategy?
- Do you have any comments as to why this is the case?
- Do you have any other comments about the strategy?

In total 29 responses were received and analysed. The draft strategy was then updated to form the basis of the final strategy.

Phase 3 engagement stats breakdown:

- 66% respondents described themselves as a resident, 17% were a children's service/health care professional, 7% were from an organisation, 3% from the VSC and 7% other.
- 60% were female, 40% male.
- 15% said they were disabled.
- 10% were children or young people.

- 88% described their sexual orientation as straight/heterosexual, 6% gay or lesbian, 6% other.
- 74% said they were Christians, 21% no religion, 5% other.
- 90% said they were White British, 5% other and 5% travelling community.

## Screening Summary

On the basis of the information provided in this equality impact screening (section 1), are you proceeding to a full impact assessment (sections 2&3 of this template)?	Please confirm (Yes/No)  YES
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## Sign Off

Lead officer sign off:  <b>Andrea Petty</b>	Date:  6.10.22
Equality representative sign off (where required):  <b>Ruth Ashton</b>	Date: 6/10/22

If carrying out a full assessment please proceed to sections two and three.

If not proceeding to full assessment, please ensure your screening record is **attached to any relevant decision-making records or reports**, retain a copy for update where necessary, and forward a copy to [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)

If you are unsure of assessing impact please contact the corporate equalities team for further advice: [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)

## Section Two: Data analysis and assessment of impact

Please provide details of 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 and advancement of equality, as well as the negatives e.g., barriers or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions, including any necessary mitigating actions to ensure fair treatment.

Protected Characteristic: <b>Age</b>		
What is the actual or potential impact in relation to age?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?
<p>The GUiCD strategy aims to improve outcomes for all children, young people and families.</p> <p>The strategy references children and young people of all ages and aims to reduce inequalities.</p> <p>Improved outcomes for Children and Young People.</p> <p>The Children and Young People's Strategy provides focus and clarity on the priorities for improving services, life opportunities and outcomes for all children and young people.</p>	<p>The strategy has been developed through analysis of a variety of data sets.</p> <p>Census 21 data shows there are 115,369 children aged 0-19 living in County Durham.</p> <p>As of October 2021:</p> <ul style="list-style-type: none"> <li>○ 1,442 CYP are known to early help</li> <li>○ 1,992 are Children in Need</li> <li>○ 914 are Children Looked After</li> <li>○ 483 CYP are subject to a current Child Protection Plan</li> <li>○ 7 out of 10 children are receiving a good level of development at end of reception</li> <li>○ Childhood vaccination take up is better than average</li> <li>○ 91% of 16-17 year olds are in education or training</li> <li>○ The county's care leavers are more likely to be in education, employment and training than in other areas</li> </ul>	<p>Evidence from a range of engagement activities will continue to feed into the GUiCD strategy.</p> <p>Monitor &amp; review to address gaps/ emerging issues through its life term.</p>

	<p>Poverty: 1 in 4 children live in a household which cannot afford all the basics such as their food and fuel bills</p> <p>Impact of Covid</p> <ul style="list-style-type: none"> <li>○ A 20% increase in demand for CYP mental health services is projected over next 5 years</li> <li>○ 1 in 6 children aged 5-16 years identified as having a probable mental health disorder an increase from 1 in 9 in 2017)</li> </ul> <p>Healthy start to life:</p> <ul style="list-style-type: none"> <li>○ There are almost 4,800 live births annually</li> <li>○ 1 in 6 women smoke at time of baby's delivery</li> <li>○ 1 in 3 are breastfeeding 6-8 weeks after birth</li> <li>○ 1 in 4 of reception and more than 1 in 3 year 6 pupils are overweight</li> <li>○ 1 in 4 5-year-olds have tooth decay</li> <li>○ The number of babies, toddlers and school age children vaccinated is significantly better than the England average</li> </ul>	
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Protected Characteristic: <b>Disability</b>		
What is the actual or potential impact in relation to disability?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?
The strategy aims to reduce inequality where possible, by addressing identified priorities which achieve the best possible outcomes for children and young people with special educational	<p>Around 10,400 school age pupils have SEND, 16.4% of the school age population.</p> <p>There are an estimated 10,000 children and young people in County Durham with</p>	Reasonable adjustments where required including publication of easy read version of the strategy.

needs and disabilities. .	a diagnosable mental health problem.  7% of stage 1 consultation respondents had SEND or other care needs.  19% of stage 2 consultation respondents identified as having a disability.  15% of stage 3 consultation respondents identified as having a disability.	Examples of action in terms of disability includes improving the support children and young people have when they move from children to adult services.  Specific strategy development for SEND
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Protected Characteristic: <b>Gender reassignment</b>		
What is the actual or potential impact in relation to gender reassignment?	Record of evidence which supports and/or explains your conclusions on impact.	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.  There are no specific impacts related to gender reassignment.	There is insufficient trans data recorded for analytical purposes.	Work with partner organisations to address issues raised e.g., Durham Safeguarding Children Partnership and Safe Durham Partnership to raise awareness of transgender bullying or hate crimes

Protected Characteristic: <b>Marriage and civil partnership (only in relation to 'eliminate discrimination')</b>		
What is the actual or potential impact in relation to marriage and civil partnership?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?
There are no specific impacts or evidence related to Marriage or civil partnerships.		

Protected Characteristic: <b>Pregnancy and maternity</b>		
What is the actual or potential impact in relation to pregnancy and maternity?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?
The strategy aims to reduce inequality, where possible, by addressing identified CYP&F priorities which relate to pregnancy and maternity.	<p>15.5% of mothers smoking at time of delivery.</p> <p>Breastfeeding prevalence at 6-8 weeks after birth are significantly lower in County Durham, 30.2%, than the England prevalence, 47.6%.</p>	Examples of action include working with local communities to build a network of family hubs to deliver a range of local support and services.

Protected Characteristic: <b>Race</b>		
What is the actual or potential impact in relation to race?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?
The strategy aims to reduce inequality, where possible, by addressing identified CYP&F priorities which will be beneficial to all irrespective of race.	<p>5.8% of school children come from an ethnic minority group.</p> <p>89% of stage 2 consultation respondents identified as White British, 1% as travelling community, 2% other and 8% no response</p> <p>90% of stage 3 consultation respondents identified as White British, 5% as travelling community, 5% other.</p>	Key action in the strategy is to build community support and services with a clear offer which is communicated in a way that is easy for children, young people and families to understand, including families from different racial and cultural backgrounds, for example, those from Black and minority ethnic or Gypsy Roma Traveller communities.

Protected Characteristic: <b>Religion or belief</b>		
What is the actual or potential impact in relation to religion or belief?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?
There is no specific impact or consultation feedback in relation to religion or belief.	<p>Census data shows that 73.2% of the County's population have a religion with Christianity being the highest proportion (72%). Around 21% have no religion or belief.</p> <p>In stage 2 of the consultation 56% identified as Christian, 37% as no religion and 7% as other religion.</p> <p>In stage 3 of the consultation 74% identified as Christian, 21% as no religion and 5% as other religion.</p>	

Protected Characteristic: <b>Sex</b>		
What is the actual or potential impact in relation to sex?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?
The GUiCD strategy aims to reduce inequalities in gender. For example, by reducing excess weight amongst children aged 4 – 5 and 10 – 11 and reducing oral health inequalities through a range of interventions.	<p>Census 21 data shows 49.1% of children aged 0-19 living in County Durham are female, 50.9% are male.</p> <p>Childhood obesity is increasing, a third of children in year 6 are overweight, this is higher in the more deprived areas of the County.</p> <p>A quarter of 1 or more missing, filled or decayed teeth.</p> <p>In stage 1 of the consultation 43% were male, 29% female, 4% other and 24% did not respond</p>	

	<p>In stage 2 of the consultation 7% were male, 59% female and 34% did not respond</p> <p>In stage 3 of the consultation 40% were male, 60% female.</p>	
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Protected Characteristic: <b>Sexual orientation</b>		
What is the actual or potential impact in relation to sexual orientation?	Record of evidence which supports and/or explains your conclusions on impact.	What further action or mitigation is required?
<p>The needs of young people who are lesbian, gay, bisexual + are considered in the development of the CYPS through consultation with LGBTQ+ young people.</p>	<p>A positive impact is expected as the strategy is designed to reduce the gaps identified.</p> <p>4% of stage 1 consultation respondents identified as LGBTQ+</p> <p>8% of stage 2 consultation respondents identified as LGBTQ+</p> <p>6% of stage 3 consultation respondents identified their sexual orientation as gay or lesbian, 6% as other.</p>	<p>Work with partner organisations to address issues raised e.g., Durham Safeguarding Children Partnership and Safe Durham Partnership to raise awareness of homophobic bullying or hate crimes.</p>

## Section Three: Conclusion and Review

### Summary

<p>Please provide a brief summary of your findings; a summary of any positive and/or negative impacts across the protected characteristics, links to the involvement of different groups and/or public consultation, mitigations and conclusions made.</p>
<p>The development of the GUiCD strategy 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.</p>

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

Evidence from the engagement will help us to tailor community support 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?
Stage 1, 2 and 3 consultations	Partnerships	March – Oct 22	GUiCD strategy
Make appropriate amends to strategy based on consultation feedback	Partnerships	Oct 22	GUiCD strategy

### Review and connected assessments

Are there any additional or connected equality impact assessments that need to be undertaken? (If yes, provide details)	No
When will this assessment be reviewed? Please also insert this date at the front of the template	2025

### Sign Off

Lead officer sign off: <b>Andrea Petty</b>	Date: 6.10.22
Equality representative sign off: <b>Ruth Ashton</b>	Date: 06/10/2022

### Please ensure:

- **The findings of this EIA are carefully considered and used to inform any related decisions and policy development**
- **A summary of findings is included within the body of any relevant reports or decision-making records**
- **The EIA is attached to reports or relevant decision-making records and the report Implications Appendix 1 is noted that an EIA has been undertaken**

Please retain a copy for review and update where necessary, and forward a copy to [equalities@durham.gov.uk](mailto:equalities@durham.gov.uk)