

## Equality Impact Assessment (EIA):

<b>Name (Key Officer/Author):</b>	Gail Rogers	<b>Business Unit:</b>	Children's Services Commissioning
<b>Position:</b>	Torquay Locality Services Manager	<b>Tel:</b>	01803 207073
<b>Date started:</b>	August 2014	<b>Email:</b>	<a href="mailto:Gail.rogers@torbay.gov.uk">Gail.rogers@torbay.gov.uk</a>
<b>Date of current version:</b>	August 2014		

Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

### Executive Lead / Head Sign off *(when final version)*:

<b>Executive Lead(s)</b>	Ken Pritchard	<b>Executive Head:</b>	Richard Williams
<b>Date:</b>	August 2014	<b>Date:</b>	August 2014

## Relevance Test – 'A Proportionate Approach'

Not all of the proposals or strategies we put forward will be 'relevant' in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer 'yes' to any of the questions below you must complete a full EIA.

1)	<b>Does this report relate to a key decision?</b>	Y <input type="checkbox"/>	N <input type="checkbox"/>
2)	<b>Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following:</b> <ul style="list-style-type: none"> <li>• <b>The Community (including specific impacts upon the vulnerable or equality groups)</b></li> <li>• <b>Our Partners</b></li> <li>• <b>The Council (including our structure, 'knock-on' effects for other business units, our reputation, finances, legal obligations or service provision)</b></li> </ul>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
		Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

## Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p><b>Clearly set out the proposal and what is the intended outcome?</b></p>	<p><i>Outline exactly what the proposal is / whether there is any change including reasons for the change. List the key objectives of the proposal/strategy. It is important to identify the specific outcomes that this proposal intends to deliver.</i></p> <p>The Children and Young People's Plan (CYPP) 2014-19 is the overarching document which sets the priority areas of policy for all agencies and services that work with children, young people and families in Torbay. This is not a statutory document, but one that we have chosen to write to draw together our core plans to improve outcomes for children and young people.</p> <p>The plan draws from the Joint Strategic Needs Assessment and references the views of children and young people that have been gathered through our joint work. The plans attached to the CYPP describe the range of activities delivered by agencies and services across Torbay to improve the outcomes within in each of four priority areas.</p> <p>On 30<sup>th</sup> July 2014, the Executive of the LSCB met to agree the Plan and its draft priorities. The Health and Wellbeing Board also met on 31<sup>st</sup> July 2014 to agree the document. The draft Plan is now being submitted to full Council on 25<sup>th</sup> September 2014 for approval as a strategic policy document.</p> <p>The Children &amp; Young Peoples Plan (CYPP) addresses the needs of all children and young people with a particular emphasis on joint action by local services to improve outcomes for groups of vulnerable children and young people.</p> <p>The vision is:</p> <p>"To give all children &amp; young people the best start in life so they are safe, happy and healthy to reach their full potential"</p> <p>This vision is supported by 3 key principals:</p> <ol style="list-style-type: none"> <li>1. <b>Better outcomes in the community</b> – working alongside and within communities, respecting and promoting their strengths and assets, and promoting resilience, self help and greater aspiration</li> <li>2. <b>Right child, right place, right time</b> – Identify and respond to needs as early as possible matching the right intervention through good assessment to prevent increased risk of harm and resulting in fewer children in care</li> <li>3. <b>Efficiency &amp; effectiveness</b> – Integrated services with a common purpose and focus targeted proportionality to best meet the needs of children, carers and families</li> </ol>
2.	<p><b>Who is intended to benefit / who will be affected?</b></p>	<p><i>Who will be affected by this proposal, whether this is a positive or negative impact?</i></p> <p>Children and young people, their parents/carers, schools, all agencies and services in Torbay that work with children and young people.</p>

No	Question	Details
		<p>A range of services are commissioned from partners, agencies and organisations across the public, private, voluntary and community sectors.</p> <p>A key element of our strategy is to use a proportionate universal approach, targeting some groups and/or areas in particular while encouraging universal access. Strong partnership approaches are in place for those children who may be unsafe, and we have good intelligence around those most at risk enabling us to deliver the right service to the right child at the right time.</p> <p>The Plan is designed to be accessible to both the public and partner agencies. Work will be undertaken with the Youth Parliament and other young people to prepare a young people's summary version. The plan will be available on the Council's website and in schools and libraries. A summary version will be distributed more widely through the children's Partnership.</p>

## Section 2: Equalities, consultation and engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **equalities, consultation and engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

### Evidence, consultation and engagement

No	Question	Details
3.	<b>Have you considered the available evidence?</b>	<p>The Joint Strategic Needs Assessment (JSNA) was used for benchmarking, and the Children's Re-Design Board oversaw the development of the priorities in the Plan. The CYPP is subject to a bi- annual review. – please see the CYPP for more details.</p> <p><a href="http://www.torbay.gov.uk/jsna">http://www.torbay.gov.uk/jsna</a></p> <p>There is no requirement for a CYPP, although some Local Authorities have retained this document.</p>
4.	<p><b>How will / have you* consulted on the proposal?</b></p> <p><i>*delete as appropriate</i></p>	<p><i>Have you / will you carry out any consultation on your proposal and if so how? Focus groups / survey / events? Remember that it may be important to also consult on any alternative options. Also include who will you / have consulted with and if applicable which specific groups you will / have consulted with (i.e. groups who may be specifically affected by your proposal, specific equality or hard to reach groups).</i></p> <p>Our Participation Strategy outlines our approach to consultation. In the last year, we have consulted using:            Focus groups – ie LGBTQ, Young Carers, Children in Care Council, Camhs groups, Care Leavers groups            Formal groups – ie Children in Care Council, Advocacy Service, Young Inspectors, UK Youth Parliament, Disability Council            Events – ie The Big Shout Out            Questionnaire – ie Youth Offer Survey</p> <p>Information from consultation and ongoing work with all of these groups has informed the Children and Young People's Plan so that it was not written and then consulted on, but written with consultation at its heart.</p> <p>We are currently reviewing our participation and consultation arrangements and will publish a review in October 2014</p>
5.	<b>Outline the key findings</b>	<p><i>: Include feedback on your proposal including where you have consulted on any alternative options. Also include response rates, number of attendees to events / focus groups, outline of specific interest groups consulted. Use bullet points to summarise the key conclusions.</i></p>

No	Question	Details
		Results of the consultation are published on the FIS website and have been fed back to the groups that took part.  <a href="http://www.torbay.gov.uk/fis">http://www.torbay.gov.uk/fis</a>
6.	<b>What amendments may be required as a result of the consultation?</b>	<i>: Has feedback from the consultation and engagement process identified any changes required to the proposal? Have you had to alter your decision and look at alternative options?</i>  The policy has taken account of consultation which is embedded within it so that consultation is not after the event in this case but prior to the policy being written. Therefore, there are no changes intended or identified other than a summary children's version of the CYPP being written by young people.

### Positive and negative equality impacts

No	Question	Details		
7.	<b>Identify the potential positive and negative impacts on specific groups</b>			
		Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
	Older or younger people	The CYPP is a plan that overlaps with others to ensure a consistent set of priorities to impact on children and young people's lives. The joint approach to planning, commissioning and governance will enable us to develop shared services that will make a real difference to children and families across Torbay, and South Devon		

No	Question	Details	
	People with caring Responsibilities	Young Carers are a target group for additional support and are supported through this Plan.	
	People with a disability	Young people with disabilities are a target group for additional support and are supported through this Plan.	
	Women or men		No Differential Impact
	People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>		No Differential Impact
	Religion or belief (including lack of belief)		No Differential Impact
	People who are lesbian, gay or bisexual		No Differential Impact
	People who are transgendered		No Differential Impact
	People who are in a marriage or civil partnership		No Differential Impact
	Women who are pregnant / on maternity leave	Teenage parents or parents to be are a target group and supported through this Plan.	
	Socio-economic impacts (Including impact on child poverty issues and deprivation)	The Plan is written with reference to child poverty and deprivation and specifically aims to reduce the impact of poverty.	
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)	The Plan intends to improve health outcomes through partnership working and proportionate targeting of resources	
<b>8.</b>	<b>Cumulative Impacts –</b>		

No	Question	Details
	<b>Council wide</b> (proposed changes elsewhere which might worsen the impacts identified above)	The Children and Young People's Plan (CYPP) 2014-19 is the overarching document which sets the priority areas of policy for all agencies and services that work with children, young people and families in Torbay – this includes Health and Social Care, Schools, the Police, and the Community and Voluntary sector . This is not a statutory document, but one that we have chosen to write to draw together our core plans to improve outcomes for children and young people.
<b>8b</b>	<b>Cumulative Impacts – Other public services</b> (proposed changes elsewhere which might worsen the impacts identified above)	The Children and Young People's Plan (CYPP) 2014-19 is the overarching document which sets the priority areas of policy for all agencies and services that work with children, young people and families in Torbay – this includes Health and Social Care, Schools, the Police and the Community and Voluntary Sector. This is not a statutory document, but one that we have chosen to write to draw together our core plans to improve outcomes for children and young people.

### Section 3: Mitigating action

No	Action	Details
<b>9.</b>	<b>Summarise any negative impacts and how these will be managed?</b>	The Plan is focused on reducing inequalities and this does create a focus on disadvantaged and deprived groups. There is less focus therefore on those with greater individual capacity and resource, although the Plan does work through proportionate universalism so there is access for all.

### Section 4: Monitoring

No	Action	Details
<b>10.</b>	<b>Outline plans to monitor the actual impact of your proposals</b>	The Plan will be monitored through the Health and Wellbeing Board to ensure it is up to date and relevant. There will be no formal set of metrics because the document sits above strategies and plans that are subject to rigorous performance review.  The CYPP has a number of priority outcomes – these are as follows:

Priority Outcome	Action	Key Document	Date
	Develop and implement a parenting offer across the levels of need and for relevant age groups.	Parenting Plan 2014-19	10/14
1	Develop and implement under 5s targeted pathway including midwifery and 0-5 Health Child programme	Health Visitor Implementation Plan	04/15
1	Implement workplan for targeted Lifestyle support	PH commissioned Healthy Lifestyle contract	04/15
1	'Help Torbay' information and guidance established	IAG Project Plan	09/14 10/15
2	Review/revise Teenage Pregnancy Partnership priorities	Teenage Conceptions Action Plan	01/15
	Review		01/16
2	Develop a new Camhs commissioning strategy and services	Camhs commissioning strategy	10/15
2	Develop a youth employment and skills strategy to include social action	Torbay Youth Employment and Skills strategy	03/15
4	Review		03/16
2	Develop a Youth Offer with commissioning approach to include new IYS service	Youth Offer	12/14
3	Review	Annual sufficiency survey	12/15
4			06/15
3	Implement Single Assessment	CS Safeguarding and Wellbeing service review	04/15
	Review	LSCB 1business plan	10/15
3	Commission new services for those affected by Domestic Abuse	Domestic Abuse Strategy/Plan 2014	10/14
	Review		10/15
3	Corporate Parenting Plan signed off by Members	Torbay Corporate Parenting Plan 2014	10/14
	Review		10/15
3	Participation plan embeds engagement	Participation review 2014	07/14
4	Review		07/15
3	Implement foster recruitment plan	CS 5-year business plan	10/14
	First review		10/15
4	Implement the national Troubled Families programme to support vulnerable families	CS Safeguarding and Wellbeing Service review	10/14
	First review		10/15
3	Establish Community Hub model for locally based opportunities and services	CCG Integrated Plan Integrated Care and Support – a bid for Pioneer status	04/15
4			
1	Implement new partnership approaches to Early Help	Early Help Strategy	07/14
2	Review	LSCB Business plan	01/15
3	First review		



## Section 5: Recommended course of action

No	Action	Outcome	Tick	Reasons/justification for recommended action
11.	<p><b>State a recommended course of action</b>  <i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</i></p>	<p><b>Outcome 1: No major change required - EIA</b>  <i>has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</i></p>	<p>✓</p>	<p>The Plan considers inequality and specifically addressed this through its priorities, placing a focus of partnership action on reducing inequality and disadvantage.            The Plan does not, however, remove or reduce access to services at a universal level and attempts to promote optimum health and life-chances for the whole population while targeting those facing the greatest disadvantage.</p>
		<p><b>Outcome 2: Adjustments to remove barriers –</b>  <i>Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</i></p>		
		<p><b>Outcome 3: Continue with proposal - Despite</b>  <i>having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have ‘due regard’.</i></p>		
		<p><b>Outcome 4: Stop and rethink – EIA has</b>  <i>identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</i></p>		