

# Wirral Children and Young People's Plan 2011 - 2012

## Equality Analysis

### Report of progress on equality action plan



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## **Summary**

An equality impact assessment was undertaken of the 2008 to 2011 Children and Young People's Plan in 2008 and an equality action plan published which was monitored through the five Every Child Matters strategy groups of the Wirral Children and Young Peoples Partnership Board, now the Wirral Children's Trust.

When the children and young people's plan was published for 2011 to 2012, an equality analysis was undertaken based around the new public sector duties according to the Equality Act 2010 and any outstanding actions from the original action plan were added to any new actions identified.

This report details the progress on the children and young people's plan equality action plan during the year 2011 to 2012.

## **Contact Details**

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## Background

The Equality Act 2010 came into force in October 2010 and brought together previous legislation around equality. The new legislation protects people from discrimination on the basis of newly defined 'protected characteristics'.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership

The Equality Act also places a **general duty** on public authorities when carrying out their functions to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- 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.

In order to advance equality, this should involve:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

In addition to the general equality duty, public authorities currently have a **specific equality duty** to analyse the effect of policies and practices and how they further the equality aims and to publish the results of that analysis which includes the information used and the engagement that took place.

## **Equality and the children and young people's plan**

The equality analysis identified that a main aim of the plan was to ensure all children in Wirral achieve their full potential, whilst focusing on the most disadvantaged children to find ways of improving their life chances. These included reducing health inequalities, improving the outcomes of children in care, those in need of protection and other children, targeted intervention to those young people and families that are especially vulnerable who need additional support, improving the engagement of young people in community and democratic decision making processes, and tackling child poverty.

All of the priorities demonstrated the Children's Trust commitment to advancing equality through minimizing disadvantage, meeting the needs of people from the protected groups, and encouraging participation in public life as required in the general equality duties as defined above. Some of the priorities were also about eliminating discrimination, harassment and fostering good relations between groups such as tackling anti-social behaviour and risk taking behaviour, supporting anti-bullying programmes, supporting victims of domestic violence, and support for disabled children and young people.

### **Areas identified for improvement**

Whilst it was recognised that the focus of the plan addressed inequalities some specific areas were identified that require further work on equality and diversity. Some of these had been carried forward from the previous equality action plan for the Children and Young People's Plan for 2008 to 2011 and others were new areas for development. The areas for improvement were as follows.

#### Being Healthy

Needs assessment for people with HIV and lesbian, gay, bisexual and transgender people to be completed and disseminated to inform future commissioning  
Weight management strategies commissioned from 2011 to include children with disabilities

#### Staying Safe

An equality pledge and action plan for safeguarding and child in care services to be developed following consultation with people from protected groups, children and young people and the plan to be monitored through a stakeholder group  
New promotional material to be developed that reflects the diversity of Wirral and contain positive images of disabled young people  
Further improvements to be made in the representation and diversity on the Children in Care Council  
Develop the skills of carers to meet the needs of asylum seeking children  
Social work practice to be improved on the recording of children's individual identity and cultural needs through workshops and training  
Raise awareness about the implications of Equality Act 2010 in relation to gender reassignment

Targeted intervention has the potential for stigmatizing or labeling families which needs to be addressed through the embedding of Common Assessment Framework and Team Around the Child with all partners.

### Enjoy and Achieve

Training programme to be identified for schools and staff to raise awareness of potential barriers faced by LGB&T people

Equality analyses to be undertaken where there are any significant changes in services that could potentially have an impact on specific groups of children and young people

Ensuring that schools and others are aware of the requirements of the duties arising from the Equalities Act 2010 through head teacher updates and a governor briefing.

Training on the Equalities Act will be provided for schools that have bought into the school improvement traded service (Education Quality).

### Positive Contribution

Improvements to be made in the representation from minority groups in decision making processes.

### Achieve Economic Well Being

Secure further funding from the Young Peoples Learning Agency (YPLA) for the delivery of the Young Parents to be Programme.

Work with the National Apprenticeship Service to create a more diverse range of apprenticeship opportunities.

Develop the Learning for Living and Work Framework for learners with LLDD and/or SEN designed to develop a fit for purpose funding system that is learner focused.

## **Progress on achieving equality**

The strategic groups have monitored the progress against the equality action plan. The full details are in the attached action plan.

Some of the particular achievements in the last 12 months are as follows:

- Continued progress across services in monitoring equality and diversity and outcomes for children and young people from disadvantaged and vulnerable groups
- Healthier homes programme has been adopted in residential children's homes and the programme is being developed to include children that are fostered and on the edge of care
- Children's Centre workforce trained in Health Exercise Nutrition for the Really Young (HENRY)
- Disabled young people have been involved in developing information about the new Willowtree residential facility
- Recruitment of new children's involvement officer in children's social care to work with disabled children and other under represented group

- Improvements in the recording of children and young people's identity in children's social care case files
- Workshops and training for social work staff on equality and diversity
- School governors provided with training on their duties under the Equality Act 2010 Model equality policies and guidance developed for schools
- Improved registration at Children's Centres of children and families from vulnerable groups
- Review of services for children with profound and multiple learning difficulties and a plan for improvements in the service
- Robust business cycle in place to secure sufficient and appropriate provision for post 16 vulnerable individuals.

## **Further areas for development**

Whilst there has been considerable progress on completing the equality action plan the strategic groups identified the following areas for further development and monitoring.

- Continue monitoring the uptake of services.
- Improvements to be made in the representation of young people from protected groups in the decision making process.
- Equality impact assessments to be undertaken around any significant changes in services.
- Improvements to be made in the representation and diversity on the Children in Care Council

Priority	Equality analysis	Further action required	Lead	Timescale	Progress
<b>Be healthy</b>					
Inequalities in the health of children and young people are reduced.	Targets all areas of inequality. Children's Centres are promoting fathers involvement. Development of CAMHS service targets young disabled. Smoking cessation programme prioritises BME workers. Healthier Homes programme to reduce health inequalities for LAC	Needs assessment for people with HIV and lesbian, gay, bisexual and transgender people to be completed and disseminated to inform future commissioning	Anne Tattersall	Completed	Information from needs assessments disseminated to inform future commissioning of services. Healthier Homes programme adopted in all residential children's homes and programme developed to include foster care and young people on the edge of care
Reduction in the harmful consequences of risk taking behaviour.	Advances the opportunity of all children and young people whose families are at risk of drug and substance misuse. Home safety equipment to be made available to all who cannot afford to reduce accidental injury. Family nurse partnership targeting vulnerable first time teenage parents (all under 20s). Chlamydia screening targeting all under 25s	Analysis of equality data for Health Services in Schools to ensure ratio of users is proportionate to BME representation within school.	Deborah Williams	Completed	HSIS data collected by providers. This is a voluntary access service.  E&D data collected at point of equipment distribution (766 pieces distributed up to Q3 2013)
Encourage and support all children and families to achieve and maintain a healthy weight and lifestyle	All can access programme but it remains individual choice if taken up. Potential for lack of awareness amongst BME communities of the health impact of being overweight	Targeted awareness raising about weight management amongst BME communities through workforce development plan	Obesity Steering Group	March 12	Partners encouraged to participate in workforce development programme including HENRY training across Children Centre workforce. MEND to promote e-learning package across children's services
Implementation of the Child Health Strategy	Recruiting additional health visitors through fair	NO ACTION REQUIRED			

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	recruitment practices. The resource will be available for all families. Targeting services for disabled children. Improving services for children and young people with ADHD and ASD. Healthy Child programme available to all age groups. Improving transition services for young disabled people moving to adulthood Services for people with ADHD and ASD to include adults				
<b>Staying Safe</b>					
Vulnerable children, young people and families receive targeted, early intervention and support which meets their needs and improves their life chances.	Targeting ensures that disadvantage is being minimised and equality of opportunity is being advanced.	CAF and TAC to be embedded throughout the partnership.	David Robbins	Completed	Agencies across the children's workforce are familiar with and use CAF and TAC routinely. CAF and TAC is widely advertised and recognised in agencies and the area team leaders have an ongoing remit to continually engage and support partner agencies and this works very well. All practitioners encouraged to be involved in CAF/TAC to attend the free training sessions to help ensure a commonality of approach and this includes dealing with each family sensitively
	Potential for labelling or stigmatising some children/young people.	New promotional material to be developed that reflects		Jan 12	Children and young people' involved in development of a Children in Care information pack and web site.

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		the diversity of Wirral and contains positive images.			Feedback leaflet developed to monitor equality and diversity. Work being undertaken between WIRED and children with disabilities team to develop information and DVD/
There are improved outcomes for children in care and care leavers	Ofsted inspection of LAC and safeguarding noted that "the identity needs of children and young people are not consistently identified or met".	Develop equality pledge and action plan through consultation with people from protected groups, children and young people and implementation monitored	Simon Garner	Completed	DVD of equality event, pledge and strategy developed. Equality reference group involving people from protected groups set up for children's social care.
		Improvements to be made in the representation and diversity on the Children in Care Council	Fiona O'Shaughnessy	Ongoing	Equality discussion at CICC. Appointment of new Children's Involvement Officer with remit to work with children with disabilities and other under represented groups.
		Develop the skills of foster carers to meet the needs of asylum seeking children	Graham Teare/Sheila Khan	Completed	A small number of foster families have developed skills.
There are improved outcomes for children and young people in need of protection.	Ofsted inspection of LAC and safeguarding noted that the needs of children and families from minority ethnic communities are not currently fully taken account of and recorded in assessments, plans and reviews.	Social work practice to be improved on the recording of children's individual identity and cultural needs through workshops and training	Tracey Coffey	Completed	Pen pictures put on all children's files. Quality audit of files took place. Valuing diversity training commissioned.
Children live in communities where they feel safe, and where harmful behaviour is	Bully- busting helpline and the confidential online counselling service through	NO ACTION REQUIRED			

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actively addressed and reduced.	Kooth.com will be able to provide support to those facing discrimination, harassment and victimisation. Victims of domestic abuse, who are predominantly women and their children, are further supported.				
<b>Enjoying and achieving</b>					
Schools and settings supported to improve educational provision and attainment	Any significant changes could potentially have an impact on specific groups of children and young people.  Carried forward from previous plan Needs of some staff and some young people such as LGB&T may not be met due to lack of understanding of staff or non inclusion in programmes.  Schools may not be aware of their duties under the new Equality Act.	Equality analyses to be undertaken for significant changes.  Training programme to be identified for schools and staff to raise awareness of potential barriers faced by LGB&T people.  Head teacher updates and a governor briefing. Training on the Equalities Act will be provided for schools that have bought into the school improvement traded service (Education Quality).	S Howarth / J Hudson	Completed	Governor training provided in April 2011 (9 governors attended). The feedback was very positive. Briefing for Head teachers was sent September 2011. Examples of policy docs and guidance sent to all schools and advice given to individual schools if requested.
Outcomes for young children and families, especially the most vulnerable, are improved through effective early years support and intervention	Targeting the most vulnerable ensures that disadvantage is being minimised and equality is being advanced.	Build on the early progress made through the E Start data base to produce regular monitoring reports and	Kath Lloyd	Ongoing	The e-Start database is being used to record registrations at Children's Centres and how children and families are accessing

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	Improvements in collection of data ensures that equality monitoring is taking place.	ensure targeted provision for the most vulnerable with 70% registration.			services. We have now achieved 70% registration with some centres higher than this and with a significant level of registrations from vulnerable children and families. Analysis of the update is provided to the Children First Strategic Board and an analysis of uptake against the protected groups is underway.
The outcomes from Wirral Council's consultation are implemented to ensure cost effective and high quality services	Any significant changes could potentially have an impact on specific groups of children and young people	Equality analyses to be undertaken for significant changes.			
There is improved provision, choice and outcomes for children and young people with Special Educational Needs and/or disability	Improvements for disabled children and young people.	Equality analyses to be undertaken for significant changes.	Paul Ashcroft	Ongoing	The review into services for children with Profound and Multiple Learning Difficulties was undertaken. This led to a report with 11 recommendations to improve services. These were approved by Cabinet in January 2012 and an action plan to implement them is now in process.
There are improved outcomes for children and young people where poverty and disadvantage affect their achievement	Reducing inequalities meets all equality aims.	Review the impact of the actions and milestones identified in the plan to ensure that the needs of vulnerable groups have been met.	EAT outcome group	Completed	Analysis of the outcomes for children and young people where poverty and disadvantage affect their achievement has been undertaken and is included in various reports (to Overview

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					and Scrutiny, to the Children's Trust Board, within the C&YP Plan, etc).
<b>Positive Contribution</b>					
Fewer children and young people are involved in offending and anti-social behaviour	Reduction in anti-social behaviour fosters good relations. Targeting advances equality for those who are most vulnerable.	NO ACTION REQUIRED			
Children and young people have access to a range of appropriate play and developmental opportunities which meet their needs.	Commissioning of services through Early Intervention grant has specific focus on the whole family including young carers, BME families, single carers, fathers, parents with disabilities	NO ACTION REQUIRED			
Children and young people are engaged in community and democratic decision making processes.	Children and young people are encouraged to participate in public life. Panels, Forums of young people do not always have representation from all the protected groups. Positive images of young people are being promoted.	Improvements to be made in the representation from minority groups in decision making processes	Maureen McDaid	Ongoing	There has been some progress in this area. It will be maintained as a action in the 2012-13 Plan as there is still more to do to formalise the work in this area
<b>Social and economic well being</b>					
Increased numbers of young people participating and achieving their potential.	Advances equality of opportunity for all children and young people with specific targeting and support to vulnerable learners.	Review the impact of the actions and milestones identified in the plan to ensure that the needs of vulnerable groups have been met.	AEWB outcome group	March 2012	Strategic analysis carried out which included outcomes for vulnerable groups. Robust business cycle in place to secure sufficient and appropriate provision for post 16 vulnerable individuals.
The numbers of 16-18 vulnerable young people NEET are reduced.	Specific targeting of looked after children, teenage mothers, young offenders,	Monitoring of the impact of the recession particularly in terms of	Vivian Stafford AEWB	Ongoing	National Policy changed. Targeted service reviewed for Career, Education,

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	young people with SEN/LDD, those with substance misuse issues.	vulnerable groups	outcome group		Information, Advice and Guidance (CEIAG) to be implemented from 1 <sup>st</sup> April 12
Contribute to the reduction in levels of child poverty and minimise the number of children and young people living in poor housing.	Supports reduction in inequalities.	Child Poverty needs assessment completed.		Autumn 2011	Child Poverty Strategy being developed as part of City Region.