



Wirral Children and Young People's Plan 2008 - 2011

Equality Impact Assessment



Wirral Children and Young People's Plan 2008 – 2011

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Summary

This equality impact assessment represents the work of the five Every Child Matters strategy groups of the Wirral Children and Young Peoples Partnership Board, now the Wirral Children's Trust. The partners included Wirral Council, Connexions, Wirral Metropolitan College, Job Centre Plus, NHS Wirral, Cheshire & Wirral Partnership Trust, Wirral Hospital Trust, Powerhouse, Tranmere Alliance, Brook, PSS (young carers), WIRED, Forum Housing, schools (including special educational needs and School for Deaf), Link Forum, voluntary and community sector and parent representatives.

The participation involved a variety of professionals including: public health, midwifery, Drug and Alcohol Action Team, school nurse, health visitor, clinical psychologist, paediatrician, named nurse (child protection), CAMHS, head teachers regeneration, housing, Wirral Lifelong and Family Learning, Response, Children's Centres, healthy schools, special education support services, choice advisor, WiSCH, anti-social behaviour team, health promotion, Education Social Welfare Service, Family Safety Unit, road safety, youth service, libraries, teenage pregnancy co-ordinator, Youth Offending Service, extended schools, community safety, play service, children's social care, school inspectors, and managers in Wirral Children and Young People's Department

In addition a group of young people (10 young people in total, 6 male, 4 female, 2 with disabilities and 1 black/racial minority person) undertook their own equality impact assessment (see appendix 1), and their comments have been included in the overall equality action plan.



..... 11th August 2009..... (date)

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Introduction

Equality impact assessment is a tool to assist public bodies to look at the potential positive and negative impacts of their work with regards to promoting equality of opportunity, and removing any unlawful discrimination. It is about removing barriers to our services and actively promoting and support diversity. The tool looks at six specific areas of equality:

Age
Disability
Race
Religion or Belief
Gender
Sexual Orientation

What was assessed?

The Wirral Children and Young People's Plan 2008 – 2011 was assessed by carrying out an individual equality impact assessment for each of the priority areas listed below.

Being healthy

Reduce the harmful consequences of risk taking behaviour
Reduce the prevalence of overweight and obesity in children
Health and well-being services, support and information are easily accessible by children and young people.
Inequalities in the health of children are being reduced

Staying safe

Reduce the incidence of anti-social, risk taking and harmful
Children in care are safe and supported
More children grow up in secure, stable families, where they belong, either through receiving timely, early intervention and support within their communities, or through belonging to permanent, substitute families
More children are safe at home, at school and in the community, including reducing road traffic accidents and bullying

Enjoy and achieve

Public money is spent to maximum effect in all our schools
Young children and families are well supported, especially the most vulnerable through the network of Children's Centres
Children and families are supported with their social and emotional development
Extended services delivered through schools and partners working in clusters impact upon the outcomes for children and families.
Raise standards in schools and settings by continuing to improve the quality of leadership and management, curriculum, assessment and learning, thereby ensuring none fall into an OFSTED category
Close the attainment gap where poverty and disadvantage affect achievement

Making a positive contribution

Fewer children and young people are involved in offending and anti-social behaviour

Children and young people have access to a range of appropriate play opportunities which meet their needs

Children and young people are engaged in community and democratic decision making

Achieving social and economic well-being

Reduce the number of 16-18 vulnerable young people in NEET in line with LAA targets and the PSA 2010 trajectory

Increase the number of young people who are participating and achieving their potential

Contribute to the reduction in levels of child poverty and minimise the number of children and young people living in poor housing

The detailed actions in the plan were not assessed as it was assumed that the equality impact assessments would be completed for the specific service areas implementing the plan or be covered by equality impact assessments for specific policies and procedures.

The process and engagement

The equality impact assessment process was initiated at a development day for the strategy group members and then followed up through separate meetings for each of the five every child matters outcome area strategy groups. Participants from different agencies and professions in workshops looked at the positive and negative impacts for each of the equality groups for each of the priority areas. The process took place during the first year of the implementation of the children and young people's plan (April 08 to March 09) and the outcomes of this equality impact assessment have fed into the review of the plan after one year.

As no high negative impacts were identified an initial assessment only was required. However the process involved some of the elements of undertaking a full equality impact assessment.

The equality impact assessment

Below is a summary of the positive impacts from consideration of the impact of each priority area of the plan on disabled, lesbian, gay, bisexual, transgender, black, racial minority older, and younger people, women, men and people from different religious and faith groups and other excluded groups.

- All the priorities are about improving the outcomes for children and young people.
- Young people's voices, including young people from the various equality groups, are being heard and influencing policy.
- Many of the priorities are specifically targeting excluded groups such as youth offenders, children in care, care leavers, learning disabled children and young people, young people not in education, employment or training (NEET), teenage parents.

- Better use of public money will result in targeting of resources that can improve outcomes for some children from the various equality groups such as disabled children.
- Many of the services that are being developed or improved are specifically promoting inclusion, creating community cohesion and removing barriers to participation such as Children's Centres, play activities.
- Initiatives to support parents, such as children's centres, play opportunities, and extended schools will improve job opportunities and careers for both men and women.
- There is a general focus on engaging with families in areas of poverty and deprivation and providing services in these areas.
- The strategies to tackle offending and anti-social behaviour of young people will reduce hate crime, harassment and discrimination against all the equality groups and will create greater understanding amongst young people through the restorative justice process. It will also assist in reducing fear amongst older people and create a more positive image of young people.
- Many of the activities being proposed will improve intergenerational understanding.
- Processes are in place that ensure when children are taken into care their cultural and religious needs are met by the substitute family.
- The highway infrastructure is being improved to make improvements for disabled people.
- Education programmes about driving and road traffic accidents are targeting the different needs of young men and women.

The assessment undertaken by young people identified all positive impacts, except one, for all the priority areas. They were positive that the actions to tackle risk taking behaviour would assist in reducing domestic violence, sexual promiscuity, teenage pregnancies, mental illness, substance abuse; and that all equality groups will feel more confident, feel safer, be more understood and accepted and have a sense of well being through many of the priority outcome areas.

The following areas were identified by the strategy groups as potential negative impacts or where the priorities may not ensure equality of access.

- A focus on tackling obesity could result in an increase in discrimination against some disabled children and increase in anorexia amongst young women.
- Disabled children, young people and parents may not be able to access all community planned activities because of physical barriers. For some people with complex needs the activities and services, such as play facilities, may continue to be provided as specialist services rather than inclusive community services.
- External providers may not provide fully accessible services.
- Mild anxiety or challenging behaviour may be unrecognised as being disabled and a possible cause of anti-social behaviour. Also they may not meet eligibility criteria for receiving appropriate services.
- Exclusionary practice may exist amongst staff.
- Current methods of communication may create barriers to engagement by concentrating on mothers rather than fathers, parents rather than the wider community, have a white British approach (diet, visual representation), only use

English written language (not applicable to people whose first language not English, visually impaired, people with poor literacy skills).

- Barriers may exist for some communities to access services and be involved such as black and racial minority communities, religious and faith groups, areas of poverty and deprivation, disabled people and fathers. Services may not be culturally sensitive (for example at the wrong time of day, women cannot attend mixed groups, cannot eat during Ramadan, issues of sexual health), or they would feel socially isolated or different. Transport, finance and lack of education can all be issues.
- Lesbian, gay, bisexual and transgender people may fear disclosure about sexuality and gender identity and as a consequence may be reluctant to engage and access some services.
- Social care practitioners may have a negative view of single parents' ability to parent.
- There may be resistance to some of the proposed changes from some groups such as disabled people, black and racial minority communities and older people and young people themselves may be reluctant to taken on board the changes.
- Potential school closures would reduce the amount of choice which would impact on specific cultural needs of some people from black and racial minority and faith communities. It could increase the amount of travel for young people and have a negative effect on their outcomes. Women as staff are more likely to lose jobs.
- Focus on underachieving boys may mean girls are overlooked.
- Older people, especially grandparents, that have permanent care of grandchildren may receive inconsistent support and face financial difficulties.
- The priority for an individual child's needs may come into conflict with an individual's religious beliefs.
- Substitute carers may not be able to meet the needs of unaccompanied asylum seeking children.
- Insufficient social accommodation for under 25 year olds.
- Fathers ignored as positive parents and more difficult to engage.
- A lack of effective monitoring and expertise may reduce the opportunities for some vulnerable groups.
- Family commitments may exclude some staff from training opportunities.

The group of young people only identified one negative impact which related to the potential of a gender bias in the participation of young people.

None of the above was considered to have a high potential negative impact.

Equality Action Plan

An equality plan has been developed for each of the five every child matters strategy groups in order to implement changes resulting from the potential negative impacts. The positive impacts are also recorded on the plan to highlight the potential improvements for equality of opportunity, access to services and removal of discrimination. The implementation of the action plan will be monitored by Wirral Children's Trust Executive.

Action Plan

Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
Being Healthy					
Reduction in the harmful consequences of risk taking behaviour	Awareness raised amongst all equality groups about risk taking behaviours such as substance misuse, teenage pregnancy, sexual promiscuity, domestic violence , and sexually transmitted diseases. Will reduce potential harassment and mental illness.	Limited forums.	Ensure appropriate representation at all relevant forums	Deborah Williams	Oct 2009
		Sexual health services may not be culturally sensitive	Launch Sexual Health Policy	Deborah Williams	Oct 2009
		Some services may run counter to certain faiths.	Initiate dialogue to allay fears	Anne Tattersall	Oct 2009
		Refugee and asylum seekers are potentially excluded from services through lack of information.	Audit of access to information	Being Health Group	Oct 2009
		Young people reluctant to take on board the messages	Provide the message in a format that will appeal to young people and engage young people in the design and delivery		
Reduction in the prevalence of overweight and obesity in children	Support for disabled children that may be overweight.	Possibility of increased discrimination and bullying of overweight children and particularly disabled children.	Embed into Anti bullying strategy and Healthy Schools programme	Trish Barnes	Oct 2009
		Potential for disabled children being excluded from planned activities.	Ensure schools provide appropriate activities for disabled children to participate	Bob Saunders	Oct 2009

Notes: the areas highlighted in blue are the additions from children and young people

Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
	Positive for women with resources being provided to mothers through the child obesity action plan, and promoting breast feeding,	Young women could become prone to eating disorders	Emphasis on healthy eating and exercise. Link with positive parenting strategy	Bob Saunders	Oct 2009
	Will focus on children and young people generally and in particular children in areas of poverty and exclusion,	Promotional material may focus on mothers and not the role of fathers, not be available in different languages or suit the cultural needs of different communities. Activities may not encourage involvement of young women from certain cultures (ie need to be women only)	Literature and services to target parent not just mother. Use of Social Marketing tools to eliminate risk and target use of appropriate promotional material	Deb Lowe	Oct 2009
Health and well-being services, support and information are easily accessible by children and young people.	Needs assessment, will identify any gaps in service	Children and young people with mild anxiety problems may go unrecognised and not be able to access services. Physical and mental barriers may prevent disabled children accessing services. LGB&T young people may feel unable to access services.	Need publicity via specific services, e.g. Kooth.com, disabled children's groups, LG and B group and website (Brook) and TransWirral group 'Mermaids'.		Oct 2009

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Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
Health and well-being services, support and information are easily accessible by children and young people.	Monitoring of CAMHS provision will ensure equality of access	Young people will not access user friendly services	Design and implement workforce development strategy. Introduction of the You're Welcome criteria	Rosemary Curtis	Oct 2009
	Needs assessment ensures equality of access to sexual health services	Language and cultural barriers may prevent some BRM and faith groups from accessing sexual health and relationship services.	Sexual Health service redesign following the outcome of the JMU WISHing survey	Deborah Williams	Oct 2009
		Children and young people in areas of deprivation experience barriers to service such as lack of education, transport and confidence.	Services to include outreach aspect and follow You're Welcome criteria	Wendy Nulty	Oct 2009
Inequalities in the health of children are being reduced	Focus is reducing inequalities for all children and young people	Disabled children resistant to change to healthier behaviours	Provide the message in a format that will appeal to young people and engage young people in the design and delivery		
		LGBT may not feel safe accessing youth groups	Widely publicise Brook group and website – 'Unsure – Work it Out' to increase resilience	Harriet	Oct 2009
		Language barriers for some BRM communities	Service planning to include resource allocation for promotional materials in range of medium	All	Oct 2009

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Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
Staying safe					
Reduce the incidence of anti-social, risk taking and harmful	Focus of support for all equality groups. Reduces stereotyping.	Information is not available to evidence positive impact.	Determine impact through better information from young people	Steve Pimblett	October 2009
	Positive promotion of reducing anti-social behaviour, reducing fear, general feeling of safety in the community and greater integration	Negative stereotyping of children and young people.	To be included in ASB strategy for 2009 - 2012	Steve Pimblett/Caroline Laing	August 2009
Children in care are safe and supported And more children grow up in secure, stable families, where they belong, either through receiving timely, early intervention and support within their communities, or through belonging to permanent, substitute families	Focus within priority for learning disabled children and children with mental health issues. Disabled people will feel more confident about themselves.	Promotional material does not visibly include disabled children	Review all existing promotional material	Simon Garner	April 2010
	LGB, BRM people are included in promotional material as potential carers. LGB&T people will more confident, increase sense of well-being and confidence in their choices. BRM people will feel more integrated into the community and a confidence in themselves	Lack of awareness of issues surrounding transgender people.	Include transgender issues in anti-bullying work	Julia Hassall	April 2010
		Men can be neglected as positive parents.	Ensure that the parenting strategy includes fathers	Janice Monty	April 2009

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Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
<p>Children in care are safe and supported</p> <p>And more children grow up in secure, stable families, where they belong, either through receiving timely, early intervention and support within their communities, or through belonging to permanent, substitute families</p>		Can be focus on single mothers ability to parent	Include in staff training	Caroline McKenna	January 2010
	Older people have the opportunity to be substitute families	Physical (ie health and frailty) and financial barriers exist for older people to care for children long term Practice is not consistent when children are 'placed' or go to live with grandparents.	Permanency, and family and friends policy and procedure are agreed and briefed to staff	Simon Garner	April 2009
	Young people's voices are being heard. All children and young people from equality groups feel more understood and accepted, able to gain confidence and sense can achieve things.	Service planning does not include children's wishes and feelings. Children are therefore not placed appropriately	Children in Care Council to review children and young peoples plan with each of the 5 outcome area groups who will be required to demonstrate their consultation process.	Caroline McKenna	April 09
	Matching processes for placing children with substitute carers ensures that children's cultural and religious needs are met.	A child's needs are the focus of the priority which can sometimes come into conflict with an individual's religion, faith or culture.	Engage with faith and community groups about child protection process	Julia Hassall	January 2010
		The matching for placement of asylum seeking children does not always meet the child's needs.	Develop the skills of carers to meet the needs of asylum seeking children.	Simon Garner	January 2010

Notes: the areas highlighted in blue are the additions from children and young people

Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
More children are safe at home, at school and in the community, including reducing road traffic accidents and bullying	Reduces specific bullying in relation to difference and diversity. All feel safer. Young men are being targeted in anti-bullying strategies. Reduces prejudice and stereotyping.		No action required		
	Improving highway infrastructure specifically for disabled people. Feeling of greater confidence Education process aimed at disabled people.		No action required		
	Education process is informing young women of potential risks as passengers and drivers. Young men and boys are being targeted in education process as higher incidence of involvement in RTAs.		No action required		
Enjoy and Achieve					
Public money is spent to maximum effect in all our schools	Improved outcomes for all children and young people through better use of resources	Increased journey time and changes of school routes lead to longer school day and increased travel	Liaise with transport providers	David Armstrong and Sally Gibb	Ongoing

Notes: the areas highlighted in blue are the additions from children and young people

Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
Public money is spent to maximum effect in all our schools	Better facilities for disabled children and more specialist provision	Fewer schools means greater distance for pupils to travel, reduces capacity for independent travel	Each review should include an analysis of potential implications for LDD students	David Armstrong and Sally Gibb	Ongoing
	Improvements in working environments	School closures could have disproportionate impact on women who make up majority of workforce.	Apply redeployment Expand training opportunities	Peter Bishop Chair workforce develop	Ongoing
		School closures reduce BRM & faith communities ability to choose school that meet their cultural needs	Each review should include an analysis of potential implications for BME students		
Young children and families are well supported, especially the most vulnerable through the network of Children's Centres	Children's centres promote inclusion and provide early intervention to all children and families from 0-5 year olds	BRM communities may be unwilling to engage	Engage with community leaders	Children's Centre Managers	Ongoing
		Fathers may be unwilling to engage	Develop programmes specifically designed to attract fathers and meet their needs		
	Signposting of services will support the full range of families and especially single mothers/carers	Single mothers/carers may be unwilling to engage or difficult to reach	Develop programmes specifically designed to attract single mothers/carers	Centre managers	31/3/09
Children and families are supported with their social and emotional development	All children regardless of their background are enabled to develop socially and emotionally	Prejudice and stereotypes may mean that some children and families are still not fully reached, engaged or have their needs met	Ensure that staff are trained to meet the needs of all children and families	Educational psychology/ family support workers	April 2010

Notes: the areas highlighted in blue are the additions from children and young people

Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
		Lack of understanding by staff may mean that LGB&T young people are not fully supported	Train schools and staff to be more aware of the barriers that LGB&T people may face	All staff	April 2010
Extended Services, delivered through schools and partners working in clusters, impact upon the outcomes for children and families	Information about the range of support for children and families and the range of activities for children is readily available to all groups	Potential problems with access for hearing/sight impaired or those with LDD	Ensure that all communications are checked so they meet the needs of those with disabilities. Continue to design programmes to meet the needs of children with LDD	Extended Services team and schools	April 2010
		As communication is mainly through schools and families LGB&T family members and children may not have access. Barriers exist to involvement as LGB&T may fear disclosing sexuality within the community and fear the potential impact on young person	Train schools and staff to be more aware of the barriers that LGB&T people may face	All schools and clusters	April 2010
		Some BRM groups may find it harder to engage through cultural/language difficulties, particularly amongst women, Asian families, Chinese families and those involved in family businesses.	Promote full engagement with local communities by schools and clusters	All staff, schools and clusters	April 2010

Notes: the areas highlighted in blue are the additions from children and young people

Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
Extended Services, delivered through schools and partners working in clusters, impact upon the outcomes for children and families		Some men may still feel inhibited to engage. Timing of events may not suit men who work Unemployed men may feel that if they get involved in extended schools others may question why not working.	Develop programmes specifically designed to attract men and fathers and meet their needs	All staff, schools and clusters	April 2010
Raise standards in schools and settings by continuing to improve the quality of leadership and management, curriculum, assessment and learning, thereby ensuring none fall into OFSTED category	Focused support for boys' literacy	Female learners may be overlooked	Ensure girls' literacy needs are also met in training and LA support	Bridie Sharkey	Ongoing
	Effective analysis of data, monitoring and tracking of pupil progress, should enable all children to achieve their potential	Lack of effective monitoring and tracking, or lack of expertise, may mean that some groups such as LDD and BME do not make the progress that they should	Provide ongoing monitoring, challenge and support for schools. Ensure that there is a focus on vulnerable groups through monitoring and in training	Strategic Service Managers	Ongoing
	Improve the skills of staff Children's Services and in schools by ongoing training	Some staff may not be able to access training due to family commitments Expectation that NQTs do a Masters qualification may impact on older staff	Ensure that CPD programmes are designed and their times/venues take account of equality and diversity issues/needs	All staff	Ongoing
		The 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	Provide training in raising the awareness of the barriers faced by LGB&T staff and young people	All staff	April 2010

Notes: the areas highlighted in blue are the additions from children and young people

Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
		programmes			
Close the attainment gap where poverty and disadvantage affect achievement	Focus on poverty will impact positively on all areas of equality.	Staff may not be aware of the full nature of poverty or the barriers that those in poverty face. Therefore they may not fully provide as effective support as possible.	Provide training in poverty awareness and include as part of that an awareness of the links with equality and diversity issues	Strategy leads for E&A	April 2010
Make a positive contribution					
Fewer children and young people are involved in offending and anti-social behaviour	Positive impact for all equality groups. Reduces the number of victims from equality groups. Reduces discrimination and abuse. Restorative justice will assist in building understanding	Vulnerable young disabled people may not be known or under threshold for services. Greater potential for lack of understanding about LGB & transgender people	Data on vulnerable young people to be shared. Raise awareness of hate crimes and their impact. Implementation of restorative justice	Steve Pimblett	October 2009
	Parenting strategies support family cohesion		No action required		
Children and young people have access to a range of appropriate play opportunities which meet their needs	Enables women and men as parents to pursue jobs and careers during holidays		No action required		
	Play is being used to explore other cultures to develop greater racial, religious and cultural understanding. Children playing together creates greater community	Lack of engagement with all communities	Introduce a system for monitoring for all equality groups accessing play facilities. Develop partnership working with 3 rd sector to tackle barriers to	Steve Chan	Ongoing/ quarterly Hear in June 09

Notes: the areas highlighted in blue are the additions from children and young people

Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
	cohesion. Pay workers receiving 'play workers against racism' training		participation Ensure information is available and accessible to all community groups.		To start April 09
Children and young people have access to a range of appropriate play opportunities which meet their needs	Improving current position to ensure disabled children can access play facilities.	Children with more complex needs may still have to access play through specialist facilities rather than general community facilities	Introduce system for monitoring for all equality groups accessing play facilities.	Steve Chan	End April 09
	Reduces fear for older people of young people causing a nuisance		No action required		
	Schemes are focused on areas of social deprivation. All provision is free.		No action required		
Children and young people are engaged in community and democratic decision making	Raising awareness of issues faced by disabled, LGB, transgender, BRM, older people and different faiths through involvement. Voices of these groups being heard and influencing policy	Risk of exclusionary practice occurring	Involve 3 rd sector to encourage involvement	Maureen McDaid	Work commissioned by Sept 09
			Monitor review and evaluate involvement of all equality groups. Develop monitoring forms		Dec 08

Notes: the areas highlighted in blue are the additions from children and young people

Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
Achieve economic well-being					
Reduce the number of 16-18 vulnerable young people in NEET in line with LAA targets and the PSA 2010 trajectory	Will improve participation of LDD, young parents, care leavers, youth offenders through targeted interventions.		Borough EET Strategy. Updates to LAA prog Board and CYP SMB	Sheila Lynch	Nov 2010
	Monitoring ensures effective participation of BRM people		Connexions report on ethnicity, as described by young people, via balanced scorecard, for the 13-19 population. For Dec 08 less than 1% of the populations ethnicity hadn't been recorded (0.66%)	Sheila Lynch	Ongoing
Increase the number of young people who are participating and achieving their potential	Supports participation of 13-19 year olds with LDD, teenage parents, children in care, care leavers. Monitoring ensures effective participation of BRM people.	Not all providers may have full access arrangements in place for disabled people, and teenage parents.	Application of equal opps legislation/policies for providers	LA	Ongoing
	Allows disabled, LG&B people to socialise and increase confidence.	Focus on teenage parents tends to be on mums not dads	Support providers to provide crèche facilities	LSC	Ongoing
		If too many females are encouraged to participate it could result in sexist representation.	Raise awareness about issues for dads.	Partnership	ongoing
	Housing Priority Panel increases access for a range of clients including young people to suitable	There continues to be insufficient social accommodation for the under-25 demographic and	Housing panel will: (a)continue to facilitate access to housing and co-ordinate the provision of	Andy Parker (Supporting People)	Ongoing

Notes: the areas highlighted in blue are the additions from children and young people

Priority	Positive impacts	Negative impacts	Action	Lead	Timescale
Contribute to the reduction in levels of child poverty and minimise the number of children and young people living in poor housing	housing and co-ordinates appropriate support packages to assist vulnerable people in sustaining their independence.	private-rented accommodation remains inaccessible to a large number of young people due to the prohibitively high initial costs	support for vulnerable people. (b) continue to collate statistics on the availability of social accommodation for young people and raise this as part of the Wirralhomes review. (c) continue to work in partnership with the Council's Tenancy Deposit Scheme to increase access to the private rented sector for young people		
	NPower Health through Warmth reduces the number of disabled people, young people and children with cold/damp related health conditions living in non decent housing	Young people are difficult to engage with on matters of energy efficiency therefore it is difficult to encourage grant take up	Arrange meeting with C&YP Dept staff who can facilitate improvements in communication with young people on energy efficiency	Ed Kingsley	March 09
	Greater monitoring of support and accommodation for teenage parents will lead to improved services	Mapping is difficult due to confidentiality. Young parents may feel targeted	Keep to first four sections of postcode	Lisa Farrington	Ongoing annually

APPENDIX 1 Children and young people's comments on the Children and Young People's Plan

The following is the work of 10 children (6 male, 4 female, 2 with disabilities and 1 BME)

ECM OUTCOME – BEING HEALTHLY

PRIORITY	EQUALITY STANDARD	POSITIVE IMPACT	NEGATIVE IMPACT
Reduction in the harmful consequences of risk taking behaviour	Disabled People	Reduction in mental illnesses If women don't take abusive substances when pregnant then the chances of a disability are decreased. More appreciative of surroundings.	
	Lesbian, Gay & Bisexual people	Substance abuse can be a common escape for denial of sexuality therefore by discouraging allows them to be true to themselves.	
	Women	Less teenage pregnancies, decreases vulnerability, less likely to act violently towards others, particularly children, decrease in domestic violence. Less one night stands.	
	Men	Less likely to act violently towards others, particularly children. Decrease in domestic violence. Less one night stands. Reduces STI's	
	Transgendered people	Drugs/alcohol can make people focus their energy on embarrassing trans people. Without this trans people can be more accepted in society.	
	Black & Racial Minority People	As above	
Reduction in the prevalence of overweight and obesity in children	Disabled, Transgender, Black & Racial. Minority People.	No comment	

PRIORITY	EQUALITY STANDARD	POSITIVE IMPACT	NEGATIVE IMPACT
	Lesbian, Gay & Bisexual people	Remove the negative connections of sexuality. Reduce the need for bullying obese young people	
	Women	Less weight related diseases. PE could be a more enjoyable subject for older young people	
	Men	Less weight related diseases. PE could be a more enjoyable subject for older young people.	
Health and well-being services, support and information are easily accessible by children and young people and families	Disabled, Lesbian, Gay & Bisexual, Women, Men, Transgender, Black & Racial. Minority People.		No comment
Inequalities in the health of children and young people are reduced	Disabled, Lesbian, Gay & Bisexual people, Women, Men, Transgender, Black & Racial Minority		No comment

ECM OUTCOME – Staying Safe

PRIORITY	EQUALITY STANDARD	POSITIVE IMPACT	NEGATIVE IMPACT
More children grow up in secure, stable families where they belong, either through receiving timely, earlier intervention and support within their communities, or through belonging to permanent, substitute families.	Disabled People	Will feel more confident about themselves	
	Lesbian, Gay & Bisexual people	Will feel comfortable with their sexuality	
	Women	Will become confident	
	Men	Increased confidence	
	Transgendered people	An increased sense of well being and confidence in their choices	
	Black & Racial Minority People	More integrated into the community and a confidence in themselves	

PRIORITY	EQUALITY STANDARD	POSITIVE IMPACT	NEGATIVE IMPACT
Reduce the incidence of anti social, risk taking and harmful behaviour experienced by children and young people.	Disabled People	Feel safe when in community	
	Lesbian, Gay & Bisexual people	Feel more integrated With community	
	Women, Men, Transgender, Black & Racial Minority People	Feel safer in community	
More children are safe at home, at school and in the community by reducing road traffic accidents and bullying	Disabled People	Feel confident	
	Lesbian, Gay & Bisexual, Women, Men, Transgender, Black & Racial Minority People,	Feel safer	
Children in care are safe and supported.	Disabled People	Feel more understood and accepted	
	Lesbian, Gay & Bisexual people	Feel more understood will gain confidence	
	Women	Become confident about their abilities	
	Men	Confidence in themselves	
	Transgendered people	Comfortable with themselves and a confidence in the community	
	Black & Racial Minority People	Confidence and a sense they can achieve things	

ECM OUTCOME – Enjoying and Achieving

PRIORITY	EQUALITY STANDARD	POSITIVE IMPACT	NEGATIVE IMPACT
Public money is spent to maximum effect in all our schools	Disabled People, Lesbian, Gay & Bisexual people, Men, Women, Transgender.	Yes No Direct Impact	

PRIORITY	EQUALITY STANDARD	POSITIVE IMPACT	NEGATIVE IMPACT
	Black & Racial Minority People	No Direct Impact No Obvious Impact	
Young children and families are well supported, especially the most vulnerable, through the network of Children's Centres.	Disabled People, Lesbian, Gay & Bisexual people, Women, Men, Transgender, Black & Racial Minority People		No comment
Children and families are supported by Extended Schools working in clusters.	Disabled People Lesbian, Gay & Bisexual people, Women, Men, Transgender, Black & Racial Minority People		No comment
Ensure there are no schools in Ofsted categories	Disabled People, Lesbian, Gay & Bisexual people, Women, Men, Transgender, Black & Racial Minority People		No comment
Close the attainment gap where poverty affects achievement	Disabled People, Lesbian, Gay & Bisexual, Women, Men, Transgender Black & Racial Minority People		No comments

ECM OUTCOME – Making A Positive Contribution

PRIORITY	EQUALITY STANDARD	POSITIVE IMPACT	NEGATIVE IMPACT
Fewer children and young people are involved in offending and anti social behaviour	Disabled People	Less subjected to discrimination and abuse.	
	Lesbian, Gay & Bisexual people	Suffer less than stereotypical abuse.	
	Women	Parents, both men and women, will have an easier job when raising their children	
	Men	(as above)	
	Transgendered people	Subjected to less abuse.	
	Black & Racial Minority People	As above	
Children and young people have access to a range of appropriate play opportunities which meets their needs.	Disabled people	Increased opportunities for disabled people	
	Lesbian, Gay & Bisexual people	No comment	No comment
	Women	Yes	
	Men	No Impact	
	Transgendered people	No Impact	
Black & Racial Minority People	No Impact		
Children and Young People are actively engaged in community and democratic decision making process.	Disabled, Lesbian, Gay & Bisexual, Women, Men, Transgender, Black & Racial Minority People		No comment

ECM OUTCOME – Achieving Social and Economic Well-Being

PRIORITY	EQUALITY STANDARD	POSITIVE IMPACT	NEGATIVE IMPACT
Increase the number of young people who are participating	Disabled People	It will allow disabled people to socialise whilst increasing their confidence, also enable them to be	

PRIORITY	EQUALITY STANDARD	POSITIVE IMPACT	NEGATIVE IMPACT
and achieving their potential.		part of society.	
	Lesbian, Gay & Bisexual people	It will help them to socialise with people of the same views and/or maybe the same sexual orientation.	
	Women		Could cause sexist representation in participation if too many females are encouraged
	Men		It may help the men in society become better role models to the younger generation of today
	Transgendered people	Yes	
	Black & Racial Minority People	Yes it could offer support.	
Reduce numbers of 16-18 vulnerable young people NEET in line with LAA targets and the PSA 2010 trajectory.	Disabled, Lesbian, Gay & Bisexual, Women, Men, Transgender people, Black & Racial Minority People		No comments
Contribute to the reduction in levels of child poverty and minimise the number of children and young people living in poor housing.	Disabled, Lesbian, Gay & Bisexual, Women, Men, Transgender, Black & Racial Minority People		No comments