

# Equality Impact Assessment Toolkit

## (April 2014)

### Section 1: Your details

**EIA lead Officer:** Julia Hassall, Director of Children's Services

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**Head of Section:** N/A

**Chief Officer:** Claire Fish, Strategic Director Families and Well Being

**Directorate:** Families and Well-Being

**Date:** March 2016

### Section 2:

The Children, Young People and Families Strategy is a key partnership strategy that articulates the ambitions and actions needed across partners to realise the Wirral Plan People Priority:

"Wirral is a place where the vulnerable are safe and protected, every child gets a good start in life and older residents are respected and valued".

The Children, Young People and Families Strategy supports three of 20 pledges made by the Wirral Partnership as part of the 5 year plan 2015-2020:

#### Children are ready for school

We must make sure that every child is equipped with the emotional, social and developmental skills to be ready to start school and to learn. We will achieve this through a range of early interventions, engagement and support for families within our communities

#### Young people are ready for work and adulthood

Our children deserve to be educated in 'good and outstanding' schools. We want to see continued improvements in literacy and numeracy skills with more of our pupils achieving 5 good GCSEs including English and

Maths, closing the gap between the highest and lowest achievement across our schools.

Vulnerable children reach their full potential

We want to see Wirral's children thrive and be safe in their own families and communities. Today, around 675 young people are living in care in Wirral. This is significantly higher than local authorities with similar needs and context to Wirral. We aim to reduce that number by 100 to bring Wirral in line with similar areas".

In this strategy partners in Wirral have signed up to a shared set of outcomes for children and young people, committing to use budgets, buildings, people and any other resources to achieve these common goals.

**Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?**

**Yes** If 'yes' please state which meeting and what date

**21<sup>st</sup> March 2016**

**Please select hyperlink to where your EIA is/will be published on the Council's website**

**Families & Well-Being** (Adult Social Services, Children & Young People, Sport & Recreation)

<https://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-april-2014/eias-families-wellbeing>

**Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)**

X **Services**

X **The workforce**

X **Communities**

X **Other:** Partners, Private Sector, Voluntary, Community and Faith Sector

If you have ticked one or more of above, please go to section 4.



	children and young people is disproportionately high. Moreover the outcomes for the children themselves are more likely to be poor. Nationally, care leavers are over-represented in the prison population, the homeless and as young adults are more likely not to be in education, employment or training.	before they become deep rooted problems.			
Socio - economic status	There is a correlation between children with additional needs and/or families who need support and intervention to raise their children safely and successfully, and economic disadvantage. Children and young people from more disadvantaged areas of the borough are much more likely to have poorer outcomes at all stages and ages.	Close alignment with the Improving Life Chances Strategy aims to ensure that the negative impact of family and child poverty is systematically addressed in the earliest years. A whole-system approach to early intervention and prevention will continue this focus on areas of the borough with highest need right across children and young people's life course	Children's Joint Commissioning Group	By 2020	Pooled partnership resources
Pregnancy and maternity	<b>Positive</b> – 5 year olds in Wirral have a better level of development at age 5 than national and local comparators  <b>Negative</b> – Development at 5 is uneven across the borough, with children from poorer areas doing less well than their more advantaged peers	We will review how funding is currently spent across the Council and its partners to help us make best use of our collective resources. We will focus future spend on improving all children's health and development, parental support, building children's resilience and their readiness to learn	Children's Joint Commissioning Group	By 2020	Pooled partnership resources
Race	<b>Positive</b> – Black and minority ethnic pupils outperform their peers at Key Stage 1 and 2, and the majority do so at Key Stage 4 although it should be noted that the numbers of pupils of this age are small.			By 2020	Pooled

	<p><b>Negative</b> Young people of black and minority ethnic heritage can be overrepresented in the criminal justice system, or in the care system. This could impact on their ability to develop into successful adulthood including secure employment, training or continuing education.</p>	Complete a more granular analysis of the vulnerable children and young people cohort to identify any differential impacts. Ensure this is reported to and monitored by the Children's Joint Commissioning Group and appropriate partnership action taken.	Children's Joint Commissioning Group		partnership resources
Gender	<p><b>Positive</b> – girls outperform boys at all key stages, though the attainment gap is at or very near national levels.</p> <p><b>Negative</b> The gap in attainment at school is wider for boys from more disadvantaged areas of the borough.</p>	Ensure that schools continue to focus on reducing attainment gaps between groups of pupils, for example between those in low income families and those children in care and their peers.	Children's Joint Commissioning Group	By 2020	Pooled partnership resources
Disability	<p><b>Positive</b> – The attainment of pupils with special educational needs and disability (SEND) is equal to that of their peers, significantly better than the national picture where there is a large attainment gap.</p> <p><b>Negative</b> – High numbers of pupils with statements or statutory plans is challenging in relation to provision of high cost school places, medical support and the transition from school to work.</p>	<p>Closely align the implementation of this strategy with the All-Age Disability Strategy</p> <p>Work in partnership with Headteachers and governors to review education provision across the borough and develop a Strategy for Schools, to ensure we have the right provision of the right quality in the right location, fit for the next 20 years</p>	Children's Joint Commissioning Group	By 2020	Pooled partnership resources
Sexual Orientation, gender reassignment	<p><b>Positive</b> – Young people have taken the lead, identifying the need for targeted provision for Lesbian, Gay, Bisexual and Transgender (LGBT) young people and secured funding from a constituency committee to underpin the initiative.</p>	Complete a more granular analysis of the vulnerable children and young people cohort to identify any differential impacts. Ensure this is reported to and		By 2020	Pooled partnership resources

	<b>Negative</b> - Nationally, LGBT young people can be over represented amongst vulnerable groups needing support due to self-harm and other risk taking behaviours.	monitored by the Children's Joint Commissioning Group and appropriate partnership action taken.	Children's Joint Commissioning Group		
Religion/belief	The strategy will be inclusive to all religions and beliefs. There will be positive and negative impacts for this group, which will be similar to the impacts related to socio-economic group.	The unique community contribution that faith and community groups make to early intervention and prevention will be highlighted at the Joint Commissioning Group.	Children's Joint Commissioning Group	By 2020	Pooled partnership resources

**Section 4a:** This strategy will be monitored by the cross-partnership Children's Joint Commissioning Group and will be owned by the Wirral Health and Well-Being Board.

**Section 4b:** The Children, Young People and Families Strategy has been produced to ensure that all Wirral's children and young people reach their full potential. It sets out an ambitious but realistic plan for the future based on insight, on sound evidence and a good understanding of where we can make significant impact through working better together to maximise the resources we have in Wirral, and where helpful, across the region. It specifically targets areas where for too long underachievement and poor life outcomes have been a feature, and sets out the partnership commitment to overturn this, aiming for the highest outcomes for all.

**Section 5:** A Children and Young People's Joint Strategic Needs Assessment (JSNA) was undertaken in 2015 to inform this strategy. The JSNA is a rolling process, and will be regularly updated to reflect the detailed understanding of needs in the borough and so ensure that pooled resources will be used to maximum impact.

**Section 6:** **Are you intending to carry out any consultation with regard to this Council proposal?**

**Yes**

**If 'yes' please continue to section 7.**

**If 'no' please state your reason(s) why:**

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 7:**

In developing this strategy what children young people and their families told us about what matters to them was the most important information used. The information includes findings from a programme of research and engagement with over 4,000 school aged children and young people carried out over 2015, which has provided us with a rich insight into what is most important to them. This consultation and in depth discussion with children, young people and families has helped to identify the strategy priorities. The voices of children and young people will be at the heart of all activity, so the most important part of our monitoring will be asking children, young people and families what impact the strategy is making to their lives. This engagement, surveying and feedback will be carried out in a number of ways across all ages including with our most vulnerable and at risk groups.