

Equality Impact Assessment

The Council has a duty to consider the needs and requirements of the community who are affected by our policies and procedures. This checklist has been developed to ensure that relevant groups are neither directly or indirectly discriminated against in the planning and delivery of Council services in compliance with legislation and good practice.

An impact assessment is a systematic way of finding out the impact of a policy or proposed policy on different groups. Officers are required to identify the likely outcomes/impacts that may result from introducing a policy/procedure.

Examples of groups that can be disadvantaged if their specific needs are not considered are women/parents/carers, people from different ethnic minorities, people with disabilities/impairments and Welsh speakers.

How should you assess impact?

1. Identifying the objectives of your policy and how it will work
2. Examining the data and research available
3. Assessing the likely impact on equality
4. Consulting people who are likely to be affected by your policy
5. Making arrangements to monitor and review your policy and its impact
6. Publishing the results of the assessment

It is the responsibility of the Head of Service or Operational Manager responsible for each policy to ensure that an assessment has been completed for the policy identified.

The form should be completed electronically and returned to the Equalities Section:

CAMorgan@valeofglamorgan.gov.uk or

LJBrown@valeofglamorgan.gov.uk

If you have any queries, telephone: 01446 709362

Policy Title: The Vale of Glamorgan Children and Young People's Partnership Plan

Who is responsible for developing and implementing the policy?	
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Name: Bryan Jeffreys	Job Title: (Chair of the Children and Young People's Partnership and Director of Learning and Development)
Directorate: Learning and Development	Department: N/A
Assessment Date: 23 rd July 2008	

1. Objectives

What are the objectives of the policy being developed or reviewed?

<p>The plan is the partnership's defining statement of strategic planning intentions and priorities for all children and young people's services in the area. These services range from ante-natal to those provided for young people up to the age of 25 years. The plan includes the following 7 core aims:</p> <ul style="list-style-type: none"> • A flying start in life • A comprehensive range of education and learning opportunities • A healthy lifestyle, free from abuse, victimisation and exploitation • Access to play, leisure, sporting and cultural activities • Listened to and treated with respect, and have race and cultural identity recognised • A safe home and a community that supports physical and emotional well-being • A life not disadvantaged by poverty
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2. Background Data:

Who is intended to benefit from this policy?	Please ✓
All residents of the Vale of Glamorgan	✓
Internal departments (please state):	
Customers/residents in a specific geographical location	
Specific customers (age, gender, etc.) Please identify: Although there will be benefits to all residents the plan focuses on the needs of children and young people up to 25 years old	✓
Other Please specify:	

What research or baseline information do you have about how your service is used by various groups of people?
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A detailed needs analysis and a service profile involving all partners have been undertaken to inform the plan and identify areas of greatest need. These have provided a picture of what services are being provided to whom, by whom and where.

3. Gender

Will the policy have a **positive impact** directly or indirectly on different groups in the community.

Gender: please ✓	Yes	No
Women	✓	
Men	✓	

What evidence do you have to support this view?

Valuing diversity and promoting equal opportunity is one of the principles underpinning the plan. The services provided are for males and females although the action plan may detail some activities e.g. around health which may be specifically for one gender.

What actions can you take to have a more positive impact?

Although the majority of services are aimed at both males and females there may from time to time be an imbalance in the take up of some services e.g. some leisure activities. If there is evidence of a differential in the take up then appropriate action will be taken for example to promote activities to both male and females. In addition if there is evidence of a particular need for a service for either male or females then this will be considered by the partnership.

4. Race

People from different black and minority ethnic communities may use Council services differently (for example will women from certain minority communities use the Council's swimming pool more often if same sex swimming arrangements are in place). Will the policy have a **positive impact** on the following groups?

Race: please ✓	Yes	No
Black and minority ethnic population	✓	
Economic migrants	✓	
Asylum seekers and refugees	✓	

What evidence do you have to support this view?

Valuing diversity and promoting equal opportunity is one of the principles underpinning the plan. Priorities and activities have been identified through consultation, the needs analysis and service profile. Chapter 7 includes the following strategic priority 'Recognise the cultural identity, race and background of all children and young people'. The chapter then includes a section on cultural identity and race recognising the diversity of the existing population and the potential for change with the construction of the Military Defence Academy in St Athan.

Actions in this chapter include:

- Establish a representative multi-agency group to identify the current and future needs of existing cultural groups of young people.
- Ensure that children and young people's issues are addressed in the equalities strategies of all partners
- Encourage initiatives which promote inclusion and cultural diversity.

Chapter 8 also recognises the importance of promoting community cohesion and that a lack of respect and understanding within communities can lead to tension. This chapter also includes an action to develop a Vale of Glamorgan Community Cohesion Strategy.

What actions can you take to have a more positive impact?

The multi-agency group will help to identify any potential areas for improvement and consider monitoring information.

5. Disability

Will the policy have a **positive impact** on people with disabilities e.g. services will be more accessible for people with a disability?

Disability: please ✓	Yes	No
Visually impaired	✓	
Hearing impairment	✓	
Physically disabled	✓	
Learning disability	✓	
Mental health problem	✓	
Other:		

What evidence do you have to support this view?

Valuing diversity and promoting equal opportunity is one of the principles underpinning the plan. The needs of children and young people with disabilities are included in a number of chapters, chapter 3 (early years) includes the following priorities:

- Improve arrangements for information sharing and care planning between professionals
- Work together operationally to target and support children with emerging complex needs

Chapter 4 (education and learning opportunities) includes the following priority:

- Develop the capacity of professionals in schools, primary health and social services to better help children, young people and families, especially those with emerging needs, with support from specialist colleagues.

The chapter also includes a section on inclusion and meeting additional learning needs.

Chapter 5(health, freedom from abuse and exploitation) recognises the importance of transitional arrangements, safeguarding and keeping children and young people healthy. The chapter includes actions to promote good emotional and mental health and focusing services on those in greatest need. The chapter includes an action to:

- Deliver services for looked after children and adoption, continuing health care, complex needs, speech and language therapy, and autism in a more focused way.

Chapter 6 (play, sport, leisure and culture) includes the following two priorities:

- Make all services as accessible as possible for children and young people
- Focus on specific groups of children and young people who are disadvantaged in terms of physical activity, play and culture.

What actions can you take to have a more positive impact?

More detailed actions to ensure children and young people have the right support, services and opportunities for participation will be included in the action plan and as the plan is monitored and reviewed the partnership will consider the need to develop further services in response to identified needs.

6. Welsh language

Will the policy provide a **positive impact** both in Welsh and English in accordance with the Council’s Welsh Language Scheme? e.g. translation of documents, Welsh speaking member of staff, bilingual automated telephone system, bilingual forms

Language: please ✓	Yes	No
Welsh	✓	

What evidence do you have to support this view?

Valuing diversity and promoting equal opportunity is one of the principles underpinning the plan. The need for service provision and information to be available in Welsh will be developed further as part of the workforce development strategy which will be informed by a more detailed service profile. This plan and the young person's version will be available in Welsh.

What actions can you take to have a more positive impact?

There is already a recognition of the need to focus on service provision in Welsh post 16 and outside the school environment.

7. Age

Will the policy provide a **positive impact** for younger/older people?

Age: please ✓	Yes	No
Under 25 years	✓	
Over 50 years	INDIRECTLY ✓	

What evidence do you have to support this view?

The development of a parenting strategy and the promotion of community cohesion and strengthening the role of the family in communities are examples of some of the activities which will have a wider impact.

What actions can you take to have a more positive impact?

8. Religion and belief

Will the policy provide a **positive impact** for people with different religious/belief backgrounds?

Religion/belief: please ✓	Yes	No
	✓	

What evidence do you have to support this view?

Chapter 8 recognises the need to promote community cohesion and that many issues cause community tension. These relate to a lack of respect and understanding within communities and the arbitrary barriers of race, faith, culture, gender, sexual orientation and age. In chapter 7 the need to recognise the cultural identity, race and background of all children and young people is identified as a priority. A representative multi-agency group will be established to identify the current and future needs of existing cultural groups of young people.

What actions can you take to have a more positive impact?

The multi-agency group will help to identify any potential areas for improvement and identification of specific activities. Valuing diversity and promoting equal opportunity is one of the principles underpinning the plan.

9. Sexual orientation

Will the policy provide a positive impact for gay men/lesbians/bisexuals?

Sexual orientation: please ✓	Yes	No
Gay men/lesbians/bisexuals	✓	

What evidence do you have to support this view?

Valuing diversity and promoting equal opportunity is one of the principles underpinning the plan. There is a recognition that intolerance and a lack of respect can cause tension within communities. Chapter 8 also includes as a priority to:

- Review the level of bullying and violence amongst young people

Information gathered through this review will help to identify any issues around bullying which may be a as a result of sexual orientation.

In addition the commissioning of a school-based counselling service for secondary schools will provide another avenue of support.

What actions can you take to have a more positive impact?

More detailed actions may arise during the implementation of the plan as more information about need becomes available.

10. Consultation

What arrangements have been made to consult with:

- men/women/parents/carers
- the black and minority ethnic community (including asylum seekers, refugees, economic migrants)
- people with disabilities / impairments (sensory, physical, learning, medical etc)
- the Welsh speaking community
- other 'hard to reach' or vulnerable groups (e.g. young/older people, low income families)

Consultation activities that have taken place (include the method of consultation e.g. focus group, survey, public meeting, citizens panel, etc.)

A wide ranging consultation exercise was undertaken via the website, through partners and attendance at after school clubs and children and young people's activities. The consultation draft of the strategy was made available in a number of public venues and was circulated to a wide range of organisations for comment.

Who was consulted?

A full list is available as part of the consultation report and included NHS trusts, various local partnerships and community groups, the voluntary sector, schools and school councils, Welsh Language Board and the Assembly Government as well as children and young people and their families.

How have the results of the consultation been implemented?

The results of the consultation have informed changes to the final version of the plan which must be agreed by all partners and the partnership.

11. Monitoring

How will you monitor the impact of this policy on service users?

Services will be monitored through systems already in place and customer surveys as appropriate. Further systems will be put in place if deemed necessary by the partnership. The plan will be reviewed annually and progress will be monitored by the partnership and the Council's Lifelong Learning Scrutiny Committee.

What monitoring data will you collect (number of people with a disability, black and minority ethnic communities, women/men, Welsh speakers, etc.)?

The plan is evidence based in line with information gathered through the needs analysis, initial service profile and consultation. The review of the plan and any changes will also be informed by robust data and services will be monitored in line with duties under equalities legislation and existing practices of partners.

12. Publication of policy

How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, publishing information in accessible formats, etc.)?

The plan will be available through partner websites, and at a number of public buildings. The plan will be available in English and Welsh and alternative formats on request. A Young Persons version of the plan will also be available.

13. Further action

Any recommendations for action that you plan to take as a result of this impact assessment (listed in the sections above) should be included in your Team Plan or Departmental Service Plan.

14. Completed Impact Assessments:

Email a copy of this form to the Corporate Equalities Officer. Completed forms will be submitted to a review panel to assess and discuss any further information or action required and subsequently published on the Council's website.

15. Authorisation

(This form should be authorised by the relevant Head of Service or Operational Manager for the department).

Approved by (name): Bryan Jeffreys

Date: 31 July 2008

Designation: Director of Learning & Development