

# EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Children and Young People's Plan 2022-25

Date

November 2022



## What is the Public Sector Equality Duty (PSED)?

**The Public Sector Equality Duty (PSED) is set out in the Equality Act 2010 (s.149). This requires public authorities, in the exercise of their functions, to have 'due regard' to the need to:**

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not, and Foster good relations between people who share a protected characteristic and those who do not

**The characteristics protected by the Equality Act 2010 are:**

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

**What is due regard?**

- It involves considering the aims of the duty in a way that is proportionate to the issue at hand
- Ensuring real consideration is given to the aims and the impact of policies with rigour and with an open mind in such a way that influences the final decision

The general equality duty does not specify how public authorities should analyse the effect of their business activities on different groups of people. However, case law has established that equality analysis is an important way public authorities can demonstrate that they are meeting the requirements.

Case law has established the following principles apply to the PSED:

- **Knowledge** – the need to be aware of the requirements of the Equality Duty with a conscious approach and state of mind.
- **Sufficient Information** – must be made available to the decision maker.
- **Timeliness** – the Duty must be complied with before and at the time that a particular policy is under consideration or decision is taken not after it has been taken.
- **Real consideration** – consideration must form an integral part of the decision-making process. It is not a matter of box-ticking; it must be exercised in substance, with rigour and with an open mind in such a way that it influences the final decision.
- **Sufficient information** – the decision maker must consider what information he or she has and what further information may be needed in order to give proper consideration to the Equality Duty.
- **No delegation** – public bodies are responsible for ensuring that any third parties which exercise functions on their behalf are capable of complying with the Equality Duty, are required to comply with it, and that they do so in practice. It is a duty that cannot be delegated.
- **Review** – the duty is not only applied when a policy is developed and decided upon, but also when it is implemented and reviewed.

- Due regard should be given before and during policy formation and when a decision is taken including cross cutting ones as the impact can be cumulative.

## What is an Equality Analysis (EA)?

An equality analysis is a risk assessment tool that examines whether different groups of people are, or could be, disadvantaged by service provision and decisions made. It involves using quality information, and the results of any engagement or consultation with particular reference to the protected characteristics to understand the actual effect or the potential impact of policy and decision making decisions taken.

**The equality analysis should be conducted at the outset of a project and should inform policy formulation/proposals. It cannot be left until the end of the process.**

**The purpose of the equality analysis process is to:**

- Identify unintended consequences and mitigate against them as far as possible, and
- Actively consider ways to advance equality and foster good relations.

**The objectives of the equality analysis are to:**

- Identify opportunities for action to be taken to advance quality of opportunity in the widest sense;
- Try and anticipate the requirements of all service users potentially impacted;
- Find out whether or not proposals can or do have any negative impact on any particular group or community and to find ways to avoid or minimise them;
- Integrate equality diversity and inclusion considerations into the everyday business and enhance service planning;
- Improve the reputation of the City Corporation as an organisation that listens to all of its communities;

**However, there is no requirement to:**

- Produce an equality analysis or an equality impact assessment
- Indiscriminately collect diversity data where equalities issues are not significant
- Publish lengthy documents to show compliance
- Treat everyone the same. Rather, it requires public bodies to think about people's different needs and how these can be met
- Make service homogenous or to try to remove or ignore differences between people.

An equality analysis should indicate improvements in the way policy and services are formulated. Even modest changes that lead to service improvements are important. In it is not possible to mitigate against any identified negative impact, then clear justification should be provided for this.

By undertaking an equality analysis officers will be able to:

- Explore the potential impact of proposals before implementation and improve them by eliminating any adverse effects and increasing the positive effects for equality groups
- Contribute to community cohesion by identifying opportunities to foster good relations between different groups
- Target resource more effectively
- Identify direct or indirect discrimination in current policies and services and improve them by removing or reducing barriers to equality

- Encourage greater openness and public involvement.

## How to demonstrate compliance

### **The Key point about demonstrating compliance with the duty are to:**

- Collate sufficient evidence to determine whether changes being considered will have a potential impact on different groups.
- Ensure decision makers are aware of the analysis that has been undertaken and what conclusions have been reached on the possible implications.
- Keep adequate records of the full decision making process.

In addition to the protected groups, it may be relevant to consider the impact of a policy, decision or service on other disadvantaged groups that do not readily fall within the protected characteristics, such as children in care, people who are affected by socio-economic disadvantage or who experience significant exclusion or isolation because of poverty or income, education, locality, social class or poor health, ex-offenders, asylum seekers, people who are unemployed, homeless or on a low income.

Complying with the Equality Duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic – such as providing computer training to older people to help them access information and services.

### **Taking account of disabled people's disabilities**

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

## Deciding what needs to be assessed

The following questions can help determine relevance to equality:

- Does the policy affect service users, employees or the wider community, including City businesses?
- How many people are affected and how significant is the impact on them?
- Is it likely to affect people with particular protected characteristics differently?
- Is it a major policy, significantly affecting how functions are delivered?
- Will the policy have a significant impact on how other organisations operate in terms of equality?
- Does the policy relate to functions that engagement has identified as being important to people with particular protected characteristics?
- Does the policy relate to an area with known inequalities?
- Does the policy relate to any equality objectives that have been set?

Consider:

- How the aims of the policy relate to equality.
- Which aspects of the policy are most relevant to equality?
- Aims of the general equality duty and which protected characteristics the policy is most relevant to.

If it is not clear if a policy or decision needs to be assessed through an equality analysis, a Test of Relevance screening tool has been designed to assist officers in determining whether or not a policy or decision will benefit from a full equality analysis.

Completing the Test of Relevance screening also provides a formal record of decision making and reasoning. It should be noted that the PSED continues up to and after the final decision is taken and so any Test of Relevance and/or full Equality Analysis should be reviewed and evidenced again if there is a change in strategy or decision.

## Role of the assessor

An assessor's role is to make sure that an appropriate analysis is undertaken. This can be achieved by making sure that the analysis is documented by focussing on identifying the real impact of the decision and set out any mitigation or improvements that can be delivered where necessary.

### Who else is involved?

Chief Officers are responsible for overseeing the equality analysis proves within departments to ensure that equality analysis exercises are conducted according to the agreed format and to a consistent standard. Departmental equality representatives are key people to consult when undertaking an equality analysis.

Depending on the subject it may be helpful and easier to involve others. Input from another service area or from a related area might bring a fresh perspective and challenge aspects differently.

In addition, those working in the customer facing roles will have a particularly helpful perspective. Some proposals will be cross-departmental and need a joint approach to the equality analysis.

## How to carry out an Equality Analysis (EA)

There are five stages to completing an Equality Analysis, which are outlined in detail in the Equality Analysis toolkit and flowchart:

**2.1 Completing the information gathering and research stage** – gather as much relevant equality-related information, data or research as possible in relation to the policy or proposal, including any engagement or consultation with those affected;

**2.3 – Developing an action plan** – set out the action you will take to improve the positive impact and / or the mitigation action needed to eliminate or reduce any adverse impact that you have identified;

**2.4 Director approval and sign off of the equality analysis** – include the findings from the EA in your report or add as an appendix including the action plan;

**2.2 Analyse the evidence** – make and assessment of the impact or effect on different equality groups;

**2.5 Monitor and review** – monitor the delivery of the action plan and ensure that changes arising from the assessment are implemented.

# The Proposal

Assessor Name:	Scott Myers, Strategy Officer, Department of Community & Children's Services	Contact Details:	Scott.Myers@cityoflondon.gov.uk
----------------	--	------------------	---------------------------------

## 1. What is the Proposal

### Children & Young People's Plan 2022-25

## 2. What are the recommendations?

The Children and Young People's Plan (CYPP) sets the strategic priorities and direction for services that affect Children and Young People and their families in the Square Mile, covering the period of 2022-25. The Plan has been developed with integration with key services in mind, and sets out priorities and challenges for young people, how we will improve outcomes and measure success.

The CYPP sets out four main outcomes that will translate into tangible improvements for children and young people in the City of London, with the aim to work collectively with our partners and young people themselves to deliver these improvements. These four outcomes are:

1. City Children and Young People are and feel safe at home and in their communities
2. City Children and Young People are happy, healthy and enjoy good mental health and wellbeing
3. Children and Young People in the City have the tools to fulfil their potential and are prepared for success in adulthood
4. City Children and Young people grow up with a sense of belonging in their communities

The proposed Plan does not attempt or reflect a change to policy, processes, or practice within the Department of Community & Children's Services. The plan is expected to enhance the educational, health and wellbeing outcomes and provide all children and young people with positive opportunities to develop.

An action plan will be developed to sit alongside this Plan after further engagement and using the results of the public consultation. This action plan will fully consider equalities issues and this equality impact assessment will be updated as this work progresses.

## 3. Who is affected by the Proposal?

The Plan will aim to have a positive impact on all children, young people and their families who live and work in the City of London, access our services, and those who the City Corporation is a Corporate Parent for.

Data shows that the City of London is an affluent area, with pockets of deprivation, especially in the East of the City.

The City of London has around 8,600 residents (ONS Census 2021), of which 2900 are aged 0-25 according to the ONS mid-year population estimates for 2021.

## Age

Check this box if NOT applicable

### Age - Additional Equalities Data (Service Level or Corporate)

#### What is the proposal's impact on the equalities aim?

As the Children & Young People's Plan specifically focuses upon children and young people, there is likely to be an overall positive impact on this protected characteristic due to its focus on improving outcomes for this age group.

The plan aims to improve outcomes for children and young people aged from conception to 18 years and up to 25 years for care leavers and young people with special educational needs and disabilities.

According to the Office for National Statistics in 2021, the City of London has the lowest proportion of children aged under 16 in England in relative low-income families at 4.4% of children, and the lowest in England in absolute poverty at 3.7%.

5% of children in the City of London are between the ages of 0-5. Young people aged between 18-25 make up 14% of the population.

The number of referrals for specialist NHS mental health care has recently reached a record high in England by the end of 2021 (according to the Royal College of Psychiatrists). The data shows that there were 4.3 million referrals for conditions such as anxiety and depression. Just under a quarter of these – 1.025 million – were for children or adolescents. This reflects a 77% rise in the number of children and young people who were referred to the NHS in England for specialist mental health care in 2021. Referrals related to the City of London have also been increasing in line with national statistics and has become a huge challenge to service capacity.

#### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The plan is underpinned and supported by a series of other departmental strategies that all have a direct impact on this protected characteristic. These include (but are not limited to):

- Community & Children Services Business Plan
- Corporate Parenting Strategy
- Early Help Strategy
- Early Years Strategy
- SEND Strategy
- Youth Justice Strategy

The CYPP outcomes and focus areas have been designed to align with some of the requirements of UNICEF's 'Child Friendly City' initiative, without formally signing up to the programme. This will increase equality of opportunity for our children and young people due to the scope and ambition of the initiative.

All proposed outcomes include a range of priorities that will have a positive impact on improving equality, inclusion, and opportunities to further children and young people's aspirations and achievements.

The Plan has a strong emphasis on improving outcomes related to mental health and wellbeing for children and young people. During the engagement process, mental health and wellbeing was the most raised theme, and has also been reflected within responses to the public consultation. Therefore, it is reflected as one of the five key outcomes and has priorities linked across the other four

<p>The development of a specific action plan alongside the CYPP will positively affect this protected characteristic as it will be based on evidence of need and concerns raised by young people themselves.</p>	<p>outcomes, which will help to better advance the negatives raised by poor mental health and wellbeing on young people.</p> <p>Despite not being a statutory strategy, the Children and Young People’s Plan will give the Corporation a strategic pathway to follow in continuing to improve the lives of children and young people, and therefore the plan’s aims will have a strong positive effect on this characteristic.</p>
<p><b>Key borough statistics:</b></p> <p>The City has proportionately more people aged between 25 and 69 living in the Square Mile than Greater London. Conversely there are fewer young people. Approximately 955 children and young people under the age of 18 years live in the City. This is 11.8% of the total population in the area. Summaries of the City of London <a href="#">age profiles from the 2011 Census can be found on our website</a>.</p>	<p>A number of demographics and projections for Demographics can be found on the <a href="#">Greater London Authority website in the London DataStore</a>. The site details statistics for the City of London and other London authorities at a ward level:</p> <ul style="list-style-type: none"> <li>• <a href="#">Population projections</a></li> </ul> <p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

## Disability

Check this box if NOT applicable

### Disability - Additional Equalities Data (Service Level or Corporate)

<p><b>What is the proposal’s impact on the equalities aim?</b></p> <p>The CYPP will have a positive impact on this protected characteristic due to the strong focus on disadvantaged children and young people with a disability reflected within the Plan’s focus areas. The development of a dedicated action plan will also further this through targeted measures to support individuals within this group.</p> <p>The plan has a strong focus on the priorities and barriers faced by children and young people with special educational needs and disabilities, and the need for specialist provision for this cohort to support their development and keep them safe.</p> <p>Disabled children and young people are some of our most vulnerable residents. If not supported correctly, their outcomes could be considerably worse than those who are non-disabled due to the difficulties they experience in everyday life.</p> <p>The Children &amp; Young People’s Plan aims to improve the voice of disabled children and young people through highlighting key focus areas related to the group as well</p>	<p><b>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</b></p> <p>The Children &amp; Young People’s Plan has a strong focus on the priorities and barriers faced by children and young people with special educational needs and disabilities, and the need for specialist provision for this cohort to support their development and keep them safe. The priorities identified in this plan will have a positive effect in advancing equality of opportunity for young people with disabilities, and the support provided to their families.</p> <p>The Children and Young People’s Plan is also underpinned by the Special Educational Needs and Disabilities strategy. Once developed, the action plan of the Children and Young People’s Plan will have specific actions to advance equality amongst the SEND cohort in conjunction with the SEND strategy.</p> <p>The Children and Young People’s Plan has a focus on improving how children and young people take part in participation as a key priority. This will have a positive impact upon the participation that disabled young people can take part in. Young</p>
--	--



<p>as setting out how we will improve engagement with young people as part of a forthcoming action plan. National research from the council for disabled children has stated that there are significant barriers to participation for disabled children and young people. These barriers are that young people are not always aware that they have a right to participate or underestimate the value of their voice. Disabled young people are also more likely to suffer from anxiety or a lack of self-confidence and unable to share their views.</p> <p>The City of London has 19 children and young people with an Education, Health and Care Plan as of October 2022.</p> <p>10% of children attending schools in the City of London (City maintained and non-maintained, which include City and non-City of London residents) require SEND support</p> <p>10% of Looked After Children have an EHCP and 16% of Early Help cases have an EHCP.</p>	<p>people should be made aware that it is their right to participate and be included and encourage young people to be involved from an early age. If confidence is an issue for young people, then it is necessary for professionals to build a positive trust relationship with young people to improve this. Young people have also told us more broadly that one of the barriers to participation is how meetings are conducted after the Covid-19 pandemic. Young people have told us that they dislike formal virtual meetings, and therefore every effort should be put in to finding the right venue, medium and the right time for young people to have their say.</p>
<p><b>Key borough statistics:</b></p> <p>Day-to-day activities can be limited by disability or long term illness – In the City of London as a whole, 89% of the residents feel they have no limitations in their activities – this is higher than both in England and Wales (82%) and Greater London (86%). In the areas outside the main housing estates, around 95% of the residents responded that their activities were not limited. Additional information on Disability and Mobility data, London, can be found on the <a href="#">London Datastore</a>.</p>	<p>The 2011 Census identified that for the City of London’s population:</p> <ul style="list-style-type: none"> <li>• 4.4% (328) had a disability that limited their day-to-day activities a lot</li> <li>• 7.1% (520) had a disability that limited their day-to-day activities a little</li> </ul> <p>Source: 2011 Census: <a href="#">Long-term health problem or disability, local authorities in England and Wales</a></p> <p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

## Pregnancy and Maternity

Check this box if NOT applicable

### Pregnancy and Maternity - Additional Equalities Data (Service Level or Corporate)

<p><b>What is the proposal’s impact on the equalities aim?</b></p> <p>The CYPP will have a positive impact on this characteristic by promoting the integration of services and highlighting the importance of a healthy pregnancy for the development of a baby.</p>	<p><b>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</b></p> <p>Significant emphasis has been placed on improving pathways with health services, health visiting and the services that local authorities provide within the identified</p>
--	---

<p>10 to 20% of mothers in England develop a mental health illness during pregnancy or the first year after having a baby (Public Health England, 2019). Health and development outcomes for children are impacted during pregnancy, and a positive well supported pregnancy will improve these outcomes.</p> <p>National statistics for the UK suggest that the birth rate is falling and will continue to fall within the next five years, having an impact on demand for maternity services.</p>	<p>priorities in relation to maternity and preparing for parenthood. This will also be strengthened within the Neighbourhoods model, which aims to further integrate health and social care within a local level.</p> <p>Although the City of London historically and currently has very low rates of adolescent pregnancy, the action plan will consider how pathways can be used and improved should the need arise for young people to be supported in this way.</p> <p>A key focus of the Plan is on mental health. Many of the priorities that focus on mental health as part of the action plan will have both a direct and in-direct impact on the mental health of pregnant women and new parents. The CYPP puts a strong focus on the integration of health services and will look to inform the development of mental health services for pregnant women to meet the required need. This will be delivered through a specific multi-agency action within the CYPP's action plan when published.</p>
<p><b>Key borough statistics:</b></p> <p>Under the theme of population, the <a href="#">ONS website</a> has a large number of data collections grouped under:</p> <ul style="list-style-type: none"> <li>• <a href="#">Contraception and Fertility Rates</a></li> <li>• <a href="#">Live Births</a></li> </ul>	<p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

## Race

Check this box if NOT applicable

### Race - Additional Equalities Data (Service Level or Corporate)

<p><b>What is the proposal's impact on the equalities aim?</b></p> <p>The CYPP will have a positive impact on this protected characteristic by fostering equal opportunity for children and young people throughout its outcomes and focus areas, regardless of their racial background.</p> <p>In the City of London, 41% of children and young people are from an ethnic minority background</p> <p>The City of London has a notable Bangladeshi community, living particularly in the East of the City. 41% of children living in Bangladeshi households were living in low</p>	<p><b>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</b></p> <p>The Plan considers the barriers to engaging with our communities and improving engagement with all young people. The plan also promotes inclusivity throughout and will have a positive impact on people with this protected characteristic by fostering good relations through advancing equality of opportunity.</p> <p>The CYPP has an outcome to reflect the importance of children and young people feeling connected and growing up with a sense of belonging within their communities. This outcome will help tackle inequality by highlighting the</p>
--	---

<p>income, which is 21% higher than the national average. Children in Bangladeshi households were the most likely to live in low income and material deprivation out of all ethnic groups. Statistics from the ONS suggest that pupils who are eligible for free school meals make less educational progress between the ages of 11 to 16 than those who are not eligible for free school meals. However, educational outcomes for Bangladeshi children does not follow this trend, and Bangladeshi children receiving free school meals had higher progress 8 scores than the national average.</p> <p>Both mixed and black ethnic groups have a higher percentage of children and young people living in low-income families compared to the national average, which could lead to poorer educational outcomes than their peers.</p>	<p>importance of local services for young people to get involved in, in a way that suits them best, enhancing equal opportunity.</p> <p>The Plan and future action plan will align with a range of services and offers that help address issues of poverty and discrimination.</p>
<p><b>Key borough statistics:</b></p> <p>Our resident population is predominantly white. The largest minority ethnic groups of children and young people in the area are Asian/Bangladeshi and Mixed – Asian and White. The City has a relatively small Black population, less than London and England and Wales. Children and young people from minority ethnic groups account for 41.71% of all children living in the area, compared with 21.11% nationally. White British residents comprise 57.5% of the total population, followed by White-Other at 19%.</p>	<p>The second largest ethnic group in the resident population is Asian, which totals 12.7% - this group is fairly evenly divided between Asian/Indian at 2.9%; Asian/Bangladeshi at 3.1%; Asian/Chinese at 3.6% and Asian/Other at 2.9%. The City of London has the highest percentage of Chinese people of any local authority in London and the second highest in England and Wales. The City of London has a relatively small Black population comprising 2.6% of residents. This is considerably lower than the Greater London wide percentage of 13.3% and also smaller than the percentage for England and Wales of 3.3%.</p> <p>See <a href="#">ONS Census information</a> or <a href="#">Greater London Authority projections</a>.</p> <p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

## Religion or Belief

Check this box if NOT applicable

### Religion or Belief - Additional Equalities Data (Service Level or Corporate)

#### What is the proposal's impact on the equalities aim?

The CYPP does not consider a child or young person's religion or belief. It is expected that the focus on proving equality of opportunity for all children and young people will have an in-direct positive impact upon this protected group.

#### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The plan promotes equality of opportunity for children, young people, and their families irrespective of faith or religion.

**Key borough statistics – sources include:**

The ONS website has a number of data collections on [religion and belief](#), grouped under the theme of religion and identity.

[Religion in England and Wales provides a summary of the Census 2011 by ward level](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

## Sex

Check this box if NOT applicable

### Sex - Additional Equalities Data (Service Level or Corporate)

**What is the proposal's impact on the equalities aim?**

National research from the National Education Union has said that 37% of girls at mixed-sex schools have been sexually harassed and 24% have suffered unwanted touching of a sexual nature at school. The research also found that 34% of primary school teachers said they have witnessed gender stereotyping every week.

Research by the NSPCC has shown that girls are much more likely to be affected by child sexual exploitation both online and offline. This includes being exploited within gangs, where sexual assault is used as a weapon in conflict.

Exam data suggests that girls do much better in school than boys, especially when it comes to GCSE and A-level results. 5.2% of girls received at least one Grade 9, whilst for boys it was 3.7%. 13.1% of girls received a Grade 8, compared to 9.4% of boys.

Boys make up the vast majority (over 90%) of Unaccompanied Asylum-Seeking Children and Children in Care.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?**

The Children and Young People's Plan has a focus on young people being safe and feeling safe in all aspects of the Corporation's work, as identified in Outcome 1 of the Plan. This includes, but not limited to, priorities on tackling exploitation and supporting young people from being exploited by gangs and protecting those who we are Corporate Parents for, regardless of their gender. However, particular focus is placed upon actions that tackle inequalities between the sexes.

The Plan has a focus on improving educational outcomes for all and closing the education attainment gap between boys and girls in a positive way, as set out in Outcome 3 of the Plan.

The Plan will attempt to mitigate the greater likelihood of girls being much more affected by online and offline sexual exploitation with a relevant focus area on tackling online harms, which has been added based on consultation and partner feedback.

**Key borough statistics:**

At the time of the [2011 Census the usual resident population of the City of London](#) could be broken up into:

- 4,091 males (55.5%)
- 3,284 females (44.5%)

A number of demographics and projections for demographics can be found on the [Greater London Authority website in the London DataStore](#). The site details statistics for the City of London and other London authorities at a ward level:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

## Sexual Orientation and Gender Reassignment

Check this box if NOT applicable

### Sexual Orientation and Gender Reassignment - Additional Equalities Data (Service Level or Corporate)

#### What is the proposal's impact on the equalities aim?

Although there is no specific targeted focus on this protected characteristic, it is anticipated that there will be a positive indirect impact. This is because of the promotion of equality of opportunity for children and young people regardless of their background.

Coming out as lesbian, gay, bisexual, or transgender was the top concern for LGBTQ+ young people contacting Childline about sexual and gender identity in 2021/22. Many young people are worried about how their family may react, or whether they could fully be themselves. Others felt that their family did not understand the impact on their mental health, religious barriers and being bullied.

#### Key borough statistics:

- [Sexual Identity in the UK – ONS 2014](#)
- [Measuring Sexual Identity - ONS](#)

#### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The Plan promotes equality of opportunity for children, young people, and their families irrespective of whether they are the same gender they were at birth or not. Transgender young people are at greater risk of mental health issues. There is a lack of data available locally in relation to this group, and therefore national research was used to determine any impacts. Therefore, some of the related needs and risks may be missed or unknown. It is likely that young transgender people and those who identify as LGBTQ+ will benefit from the universal actions outlined in this Plan.

Further engagement into targeted actions will be explored during the development of the dedicated action plan of the CYPP in relation to this protected characteristic. This will be to ensure that work to address any inequalities is taken into consideration.

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.

## Marriage and Civil Partnership

Check this box if NOT applicable

### Marriage and Civil Partnership - Additional Equalities Data (Service Level or Corporate)

#### What is the proposal's impact on the equalities aim?

#### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

<p>The CYPP takes into consideration the importance of a stable family unit as a positive for a child’s development and supporting families to make the right decisions for their child. This is regardless of whether individuals are married or in a civil partnership. Therefore, the CYPP does not target this group individually but are not anticipated to be negatively affecting by this Plan.</p>	<p>It is not anticipated that individuals in this group will be negatively impacted by this Plan and will indirectly benefit from the focus on supporting families to make positive, healthy decisions in relation to their children.</p>
<p><b>Key borough statistics – sources include:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">The 2011 Census contain data broken up by local authority on marital and civil partnership status</a></li> </ul>	<p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposal.</p>

## Additional Impacts on Advancing Equality and Fostering Good Relations Check this box if NOT applicable

<p><b>Additional Equalities Data (Service Level or Corporate)</b></p> <p>None identified.</p>
<p><b>Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?</b></p> <p>The Children and Young People’s Plan has been developed after engagement with service professionals who work closely with children and young people in the City of London. It also considered the results from other recent consultation with young people to better inform the outcomes and focus areas to mitigate any potential risks, and to develop a document that is evidence based and developed in conjunction with our partners.</p>
<p><b>What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.</b></p> <p>To further mitigate any negative impact, engagement will be carried out with children and young people during the development of the dedicated action plan, as well as further engagement with service professionals to deliver an action plan that is jointly deliverable with our partners.</p>
<p>This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the protected characteristics covered by these aims.</p> <p>In addition to the sources of the information highlighted above – you may also want to consider using:</p> <ul style="list-style-type: none"> <li>• Equality monitoring data in relation to take-up and satisfaction of the service</li> <li>• Equality related employment data where relevant</li> <li>• Generic or targeted consultation results or research that is available locally, London-wide or nationally</li> <li>• Complaints and feedback from different groups.</li> </ul>

# Additional Impacts on Social Mobility

Check this box if NOT applicable

## Additional Social Mobility Data (Service level or Corporate)

None identified.

## Are there any additional benefits or risks of the proposals on advancing Social Mobility?

The Children and Young People's Plan puts equality of opportunity and supporting children and young people to achieve their full potential at the heart of its aims. This will have a positive impact on advancing social mobility by supporting those who are disadvantaged and focusing on increasing the voice of children and young people when developing services that affect them.

## What actions can be taken to avoid or mitigate any negative impact on advancing Social Mobility not considered above?

The Children and Young People's Plan will have a dedicated action plan that will take into consideration ways that social mobility can be advanced further. This action plan will be developed after further engagement with service professionals and those who work with children and young people.

This section seeks to identify what additional steps can be taken to promote the aims or to mitigate any adverse impact on social mobility. This is a voluntary requirement (agreed as policy by the Corporation) and does not have the statutory obligation relating to protected characteristics contained in the Equalities Act 2010. Analysis should be based on the data you have available on social mobility and the access of all groups to employment and other opportunities. In addition to the sources of information highlighted above – you may also want to consider using:

- Social Mobility employment data
- Generic or targeted social mobility consultation results or research that is available locally, London-wide or nationally
- Information arising from the Social Mobility Strategy/Action Plan and the Corporation's annual submissions to the Social Mobility Ind

# Conclusion and Reporting Guidance

Set out your conclusions below using the EA of the protected characteristics and submit to your Director for approval.

If you have identified any negative impacts, please attach your action plan to the EA which addresses any negative impacts identified when submitting for approval.

If you have identified any positive impacts for any equality groups, please explain how these are in line with the equality aims.

Review your EA and action plan as necessary through the development and at the end of your proposal/project and beyond.

Retain your EA as it may be requested by Members or as an FOI request. As a minimum, refer to any completed EA in background papers on reports, but also include any appropriate references to the EA in the body of the report or as an appendix.

## **This analysis has concluded that ...**

The Impact Assessment process alongside engagement with service professionals has identified that the City of London Corporation's Children and Young People's Plan 2022-25 has no negative impacts on the protected characteristics as set out in the Equality Act 2010. The Children and Young People's Plan, where identified, will have a positive impact on the protected characteristics and advance equality of opportunity and inclusion amongst Children and Young People in the City.

Equality analysis will be continued and built upon during the development of the action plan to minimise any impacts on the protected characteristics and support those who are disadvantaged.

## **Outcome of analysis – check the one that applies**

### **Outcome 1**

No change required where the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

### **Outcome 2**

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustment will remove the barriers identified.

### **Outcome 3**

Continue despite having identified some potential adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

### **Outcome 4**

Stop and rethink when an assessment shows actual or potential unlawful discrimination.



Signed off by Director:

Click or tap here to enter text.

Name:

Click or tap here to enter text.

Date