# Equality Impact Assessment (EIA) Form

## Section 1: To be completed by all

| | |
|---|---|
| **Proposal Title** | **Children and Young People's Plan 2026-29** |
| **Details of the lead officer completing the Assessment/ Role responsible for the completion of the EQIA** | Hannah Dobbin, Strategy and Projects Officer |
| **Department Responsible:** | Department of Community and Children's Services (DCCS) |
| **Who has been involved in creating the EQIA:** | • Strategy and Performance<br>• Children's Social Care and Early Help<br>• Safeguarding and Quality Assurance |
| **Date of Initial assessment:** | August 2026 |
| **Dates of review (as applicable)** | |

### 1. PROPOSAL OVERVIEW

The Children and Young People's Plan (CYPP) 2026-29 sets out our overarching vision and ambitions for children and young people who live in the City of London or who are in the care of the City of London Corporation (City Corporation) but may live outside of the City of London. It also commits partners to principles and ways of working to achieve five high-level outcomes for children and young people.

The CYPP 2026-29 is not a statutory document but is valued as an overarching document that sets out our vision and ambitions for children and young people.

It is intended that the CYPP 2026-29 will have a positive impact on the following protected characteristics:

- age – children and young people from pre-birth to 19-years-old or up to 25 with special educational needs and disabilities (SEND) or care leavers, are the focus age group for the CYPP. There will also be a positive impact for parents, carers and potentially other family members of any age
- disability – children and young people with special educational needs and disabilities (SEND) are included in the pre-birth to 25 cohort
- pregnancy and maternity – it covers children from pre-birth to 2-years-old

- race – anti-racist practice is central to the ways of working committed to in the CYPP
- socioeconomic background – positive outcomes for children and young people support their social mobility
- care leavers/experience – are included in the 0-25-year-old age group

In addition, a principle of the CYPP is to reduce inequalities by driving equity, equality, diversity and communities that are inclusive of all

It is intended that there will be a neutral impact on the following characteristics as all children, young people and their families can access support and services in the City of London:

- religion and belief
- sex
- marriage and civil partnership
- gender reassignment
- sexual orientation

This proposal has no impact on veterans.

**Does the proposal replace or make changes to an existing service or policy?**

The proposal replaces the CYPP 2022-25. It contains similar high-level outcomes but places more focus on these outcomes and does not have its own action plan.

**Are there any other risks and/or opportunities that are related to protected groups that should be considered?**

This is an opportunity to have a shared vision and support the achievement of high-level outcomes for *all* children and young people pre-birth to 19-years-old, or up to 25 with SEND or care leavers, who live in the City of London.

**Is a full EIA necessary?**

A full EIA has not been completed as there is no identified negative impact on protected characteristics at this point in time.

## Section 2: To be completed for a full EIA

A full EIA will not be completed at this time.

## 3. STAKEHOLDER ENGAGEMENT

Initial engagement to gather insight and view to inform the first draft involved representatives from the following teams:

- strategy and performance
- children's social care and early help
- safeguarding and quality assurance

A copy of this EIA test of relevance has been shared with the City Corporation's EEDI team.

## 4. DECISION MAKING (MITIGATIONS AND CHANGE)

**Possible outcomes could be that:**

a. **No changes are required; there is no negative impact or discrimination**
b. **Available actions have been taken to remove or minimise potential negative impacts**
c. **Adjustments to the proposal to remove or minimise potential negative impacts – monitoring and regular review will take place to manage this with a view to taking further mitigation actions**
d. **Where a negative impact is identified that is not unlawful discrimination, or where discrimination can be objectively justified- justify and continue with the proposal: there may be other factors (such as other proposal aims or financial constraints) that make it reasonable to adopt the proposal, despite the negative impact – potential impacts will be monitored and kept under regular review. Please seek advice from the EDI team and the Legal team before making the decision.**
e. **You decide not to take the proposal forward.**

August 2026 – no changes are required; there is no negative impact or discrimination identified at this stage.

## 5.MONITORING AND REVIEW

The CYPP covers 2026-29. The Children's Partnership Board – senior leadership group – has oversight of the CYPP and progress against the high-level outcomes. This EIA test of relevance will be reviewed annually.

# Section 3: To be completed by ALL

## 6.RECORDING YOUR DECISION AND SIGN-OFF

**Sign-off August 2026**

1. Officers completing the EIA

| | | |
|---|---|---|
| **Name** | Hannah Dobbin | |
| **Job Title** | Programme Manager | |
| **Date** | 04/08/2026 | |
| **Signature** | H.Dobbin | |

2. Line Manager

| | |
|---|---|
| **Name** | Ellie Ward |
| **Job Title** | Head of Strategy and Performance |
| **Date** | 12/08/2026 |
| **Signature** | E.Ward |

3. Senior Manager or Chief Officer

| | |
|---|---|
| **Name** | Simon Cribbens |
| **Job Title** | Director Commissioning and Partnerships |
| **Date** | 13/08/2026 |
| **Signature** | S.Cribbens |

**Once this form has been signed off, please send a copy of the form to the EDI Team: CSPT.EDI@cityoflondon.gov.uk**