



‘You will not get far if you perceive the duty to be over burdensome or take a mechanistic approach....there will be progress if the duty is seen as a way of fundamentally changing the core values and culture of the organisation.....we need and outcome-oriented approach’ – CRE Chair 2001

## Equality Impact Assessment: Stage 1: Initial Screening Form for Policies or Functions (including new & revised)

### A: Summary Details

Directorate: Department of Community and Children's Services

Section:

Person responsible for the assessment: Nina Bhakri

Contact details: nina.bhakri@cityoflondon.gov.uk

Names of other people participating in review: none

Name of Policy to be assessed: The City of London Children and Young People's Plan (2015–18)

Is this a new or revised policy: A revised policy

Date policy scheduled for Committee (if relevant): 2018

### B: Preparation

*It is important to consider all available information that could help determine whether the policy could have any actual or **potential** adverse impact. Please attach examples of available monitoring information, research and consultation reports.*

1. Do you have monitoring data available on the number of people (with protected characteristics\*) who are using or are potentially impacted upon by your policy? *Please specify what monitoring information you have available (your monitoring information should be compared with the current available Census data or more recent population data if available to see whether a proportionate number of people are taking up your service).*

#### **The City's population<sup>1</sup>**

The City has a residential population estimated to be around 7,400 (2011) evenly split between male and female. This is predicted to rise to 10,000 by 2026. In 2006, there was the highest number of births for years. This growth will place increasing demands on service provision.

The residential community has a lower proportion of older and younger people than the England and Wales average – indicative of a largely working population.

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<sup>1</sup> Working paper 39: Borough employment to 2031 GLA Economics November 2009  
2012 Round Demographic Projections SHLAA GLA 2012.

The City's population is predominantly white, but with a Bangladeshi community accounting for 4% of the total, mainly living in the east of the City. The second largest ethnic group in the population is Asian. This group has grown over the past decade. The City has a relatively small Black population, less than London and England and Wales.

2. If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data for this area? If not, specify the arrangement you intend to make; if not please give a reason for your decision.
3. Please list any consultations that you may have had and/or local/national consultations, research or practical guidance that will assist you in completing this EqIA.

Extensive consultation has taken place with key partners to develop the themes and commitments. This included a consultation event on 27 February 2015, attended by over 40 representatives from key agencies and sectors across the City.

The views of the City's looked-after children (LAC) and other young people in the City, gathered through an event organised by City Gateway, have also been central to shaping the themes and commitments.

### **C: Your Policy or Function**

1. What is the main purpose of the policy or function?

The Children and Young People's Plan sets out the direction and goals for the City and its strategic partners, covering all services for children and young people up to the age of 19, and up to the age of 25 for care leavers and young people with learning disabilities.

The Plan includes services available for every child such as education, health and youth services; services for children who may need additional help for example with attendance, behaviour or health difficulties; and services for the small number of children with complex needs, such as children in care or those with disabilities.

The Plan sets out the vision for children, young people and their families and carers in the borough, and outlines the shared commitments and the anticipated outcomes that will emerge as a result of the work delivered.

2. Are there any other objectives of the policy or function, if so what are they?

Please see above.

3. Do any written procedures exist to enable delivery of this policy or function?

An implementation plan will set the performance and management framework for the final Plan.

4 Are there elements of common practice in the service area or function that are **not** clearly defined within the written procedures? No

5 Who are the main stakeholders of the policy?

These include, multi-agency partnerships children, young people, their families and carers

6 Is the policy associated with any other Corporation policy/ies?

The Plan is strategically aligned to the DCCS Business Plan and the City's Corporate Plan

7 Are there any areas of the service/policy that are governed by discretionary powers? If so, is there clear guidance as to how to exercise these?

There is no statutory requirement for local authorities to produce a Children and Young People's Plan, so there is no statutory or other guidance for a CYPP.

8 Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, what responsibility, and which bodies?

The Plan is strategically aligned to the work of our multi-agency partnership structures which work in the best interests of the City and its residents; these structures include the City's Safeguarding Children Board which co-ordinates safeguarding activities in the City.

## D: The Impact

Assess the potential impact that the policy could have on people who share the protected characteristics. The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any people who share one or more of the protected characteristics, you will need to also assess whether that negative potential impact is high, medium or low.

**(N.B. Impact will not be equally negative or positive or neutral for all groups. There will be differing degrees of impact, the purpose of this section is to highlight whether it is disproportionately different)**

a) Identify the potential impact of the policy/service/proposal on men and women:

Gender	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Women			x	The Plan relates to children, young people (aged 0–25) and their families
Men			x	The Plan relates to children, young people (aged 0–25) and their families
Transgender/ transexual			x	

b) Identify the potential impact of the policy/service/proposal on the basis of the following:

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Pregnancy & Maternity	x			The Plan considers a whole lifetime approach from conception through to young adulthood
Marriage & Civil Partnership			x	The Plan relates to children, young people (aged 0–25) and their families

c) Identify the potential impact of the policy/service/proposal on different race groups:

Race	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
<b>Asian</b> (including Bangladeshi, Pakistani, Indian, Chinese, Vietnamese, Other Asian Background – please specify_____)	X			The Plan also focuses on particularly vulnerable communities and the barriers to children’s development in these communities
<b>Black</b> (including Caribbean, Somali, Other African, Other Black background – please specify_____)	X			The Plan also focuses on particularly vulnerable communities and the barriers to children’s development in these communities
<b>White</b> (including English, Scottish, Welsh, Irish, Other White background – please specify_____)	X			The Plan considers the barriers to children’s development in these communities
<b>Mixed/Dual Heritage</b> (White and Black Caribbean, White and Black African, White and Asian, Other mixed background – please specify_____)	X			The Plan also focuses on particularly vulnerable communities and the barriers to children’s development in these communities
<b>Gypsies/Travellers</b>			X	
<b>Other</b> (please specify)			X	

d) Identify the potential impact of the policy/service/proposal on disabled people:

<b>Disability</b>	<b>Positive</b>	<b>Negative (please specify if High, Medium or Low)</b>	<b>Neutral</b>	<b>Reason</b>
Physical Disability	x			The Plan considers the specific service and development barriers faced by children and young people with health problems and disability
Sensory Impairment	x			The Plan considers the specific service and development barriers faced by children and young people with health problems and disability
Learning Difficulties	x			The Plan considers the specific service and development barriers faced by children and young people with health problems and disability
Mental Health Issues	x			The Plan considers the specific service and development barriers faced by children and young people with health problems and disability

e) Identify the potential impact of the policy/service/proposal on different age groups:

<b>Age Group (specify, for example younger, older etc)</b>	<b>Positive</b>	<b>Negative (please specify if High, Medium or Low)</b>	<b>Neutral</b>	<b>Reason</b>
Older People			x	The Plan relates to children, young people (aged 0–25) and their families
Young People/children	x			This Plan aims to promote opportunities for all children and young people living in the City

f) Identify the potential impact of the policy/service/proposal on lesbians, gay men, bisexual or heterosexual people:

<b>Sexual Orientation</b>	<b>Positive</b>	<b>Negative (please specify if High, Medium or Low)</b>	<b>Neutral</b>	<b>Reason</b>
<b>Lesbian</b>	x			<b>The Plan promotes equality of opportunity for children, young people and their families irrespective of sexual orientation</b>
<b>Gay Men</b>	x			<b>The Plan promotes equality of opportunity for children, young people and their families irrespective of sexual orientation</b>
<b>Bisexual</b>	x			<b>The Plan promotes equality of opportunity for children, young people and their families irrespective of sexual orientation</b>
<b>Heterosexual</b>	x			<b>The Plan promotes equality of opportunity for children, young people and their families irrespective of sexual orientation</b>

g) Identify the potential impact of the policy/service/proposal on different religious/faith groups?

<b>Religious/Faith Groups (specify)</b>	<b>Positive</b>	<b>Negative (please specify if High, Medium or Low)</b>	<b>Neutral</b>	<b>Reason</b>
<b>Buddhist</b>	x			<b>The Plan promotes equality of opportunity for children, young people and their families irrespective of faith or religion</b>
<b>Christian</b>	x			<b>The Plan promotes equality of opportunity for children, young people and their</b>



				<b>families irrespective of faith or religion</b>
<b>Hindu</b>	<b>x</b>			<b>The Plan promotes equality of opportunity for children, young people and their families irrespective of faith or religion</b>
<b>Jewish</b>	<b>x</b>			<b>The Plan promotes equality of opportunity for children, young people and their families irrespective of faith or religion</b>
<b>Muslim</b>	<b>x</b>			<b>The Plan promotes equality of opportunity for children, young people and their families irrespective of faith or religion</b>
<b>Sikh</b>	<b>x</b>			<b>The Plan promotes equality of opportunity for children, young people and their families irrespective of faith or religion</b>
<b>Other (please specify)</b>				

h) As a result of completing Question 1 a–f above what is the potential impact of your policy?

**High X**                      **Medium**                      **Low 5**

2. Could you minimise or remove any negative potential impact? Explain how.

There is no negative impact on any service, provision or stakeholder group arising from this plan

3. If there is no evidence that the policy promotes equality of opportunity or prevents unlawful discrimination – could it be adapted so that it does? How?

The core purpose of the Plan is to promote equality of opportunity for all children and young people across all areas of their lives.

Please ensure that all actions identified are included in the attached Action Plan and reflected in your Service Plan.

**Action Plan (to be completed on development of the Implementation Plan for the final CYPP)**

<b>Recommendation</b>	<b>Key activity</b>	<b>Progress milestones</b>	<b>Officer responsible</b>	<b>Progress</b>