

Policy or action disability impact assessment record sheet

Policy or Action Title: **Children and Young People's Plan 2011-2014**

Policy Action owner Name & Title: Melanie Brown, Children's Trust Partnership Manager

Type of Assessment **Type 1** **Type 2** **x** **Type 3**

Is this a policy or an action? Please state: The CYPP is a high level joint Plan for Darlington's Children and Young People.

Who was involved in the development of the Plan?

The development of the Plan involved disabled children and young people and their parents/carers, from the borough to inform the Disability Equality Impact Assessment. Impact assessment sessions were held on July 20, 2011 involving seven disabled children from Heathfield Primary School with a variety of impairments including learning disabilities. To ensure the session was accessible to all the children attending it included:

- Discussions around the priorities and the impacts on them
- Simplified communications and language
- Use of flash cards and voting cards to indicate their views

An impact assessment session was held with DAD Young Leaders group on the 17th August to discuss the priorities and how they impacted on the disabled young people. The session captured both positive and negative impacts on individuals as well as general comments about the Plan. This session built on the earlier Engagement Session in March 2011, with this group who were involved in the development of the CYPP priorities.

Parents of disabled children submitted views about the impacts of the CYPP priorities through events in January 2011 and direct to the Children's Trust. These are captured below.

On the 25th October 2011 an impact session/event was held and whilst it was aimed at young people, parents and carers were also invited to attend this event. The public were made aware of this through press releases in the local media, information available on the DBC website, promoting this through PPS, FIS, CLICK, Darlington College facebook pages. Letters were sent to DDIGITS, DAD, DAD Young Leaders and CDCD to inform key stakeholders about this event and ask these organisation to promote this event to their members in some cases such as DAD this was also advertised on their websites too. Parent Partnership Service and FIS service also sent information about this event to contacts within their services and it was also promoted through partners that work within the Children's Trust.

The draft plan was available on the DBC online discussion forum for public to access to comment on this draft plan between 26th September 2011 and the 1st

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November 2011 at the following link:

<http://darlingtonbc.websitetoolbox.com/?forum=206834>

The public were made aware of this through press releases in the local media, information available on the DBC website, promoting this through PPS, FIS, CLICK facebook pages. Letters were sent to DDIGITS, DAD, DAD Young Leaders and CDCD to inform key stakeholders about this consultation.

Other engagement with children and young people.

Over 600 young people were involved in the development of the Children and Young People Plan.

120 children submitted their views through artwork; these children were aged 0-10 years.

Older young people (380) were engaged through workshops which discussed what the CYPP should be and these young people participated in these workshops in the following settings:

- Hammersknott School and Language College
- Longfield School
- Darlington Education Village
- Carmel RC College
- Hurworth School
- Branksome Science College
- St Aidan's Church of England Academy
- DAD Young Leaders
- YOS Young People Group
- Council of School Councils
- Skerne Park Youth Club
- Eastbourne Youth Club
- Middleton St George Youth Club
- The Chill Out Café
- The rE-view project
- C: the Box Steering Group
- Darlington Care Crew
- Exposure

48 Parents were consulted on the CYPP 2011-2014 in the week beginning 17/01/11. This included a session with 12 parents at Harewood House, 6 Parents representing an Ethnic Minority group at McNay Street, 2 Parents whose children have a disability that attend Harewood House requested to attend a session not held at Harewood House and this was arranged, 10 fathers that access the Fathers Group at McNay Street, 4 Parents that have accessed Evidence based Parent Programmes attended a consultation session in the Town Hall, 5 Parents from Red Hall Children Centre accessing health immunisation sessions, 4 Parents from the Coleridge Children's Centre, 7 Parents were consulted through Dodmire Children's Centre and 10 Parents were consulted through 1:1 home visits.

What are the positive or negative effects that the policy or action will have on disabled people?

The CYPP 2011-2014 Priorities have been developed to impact positively on disabled children and young people and these underpin the Children's Trust vision. The commissioning priorities will have a positive impact on disabled children and their families and are aimed at further enhancing the levels of services available. There are a number of positive impacts which are outlined in the section below which were gathered from sessions held with disabled children and young people,

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and the parents and carers of disabled children and young people.

The plan is a high level strategic vision and any changes or reviews that happen at an operational level for any service that impacts on the population of Darlington would require a Type 2 Disability Impact undertaken before any changes are implemented.

Some negative impacts have been identified by the children and young people who have been involved in the impact assessment sessions specifically around Enjoy and Achieve, where they felt that there was too much emphasis on degree level attainment when young people can achieve their best without a degree.

The young people felt strongly that the removal of the Educational Maintenance Allowance and increases in fees for university would impact negatively on all young people and requested that the Children's Trust look at addressing this issue.

What evidence supports these findings about impacts?

Priority 1 Promote Positive Health and Wellbeing

Impacts from parents are outlined below. There were only positive impacts provided and no negative impacts identified by parents for the priorities proposed in Promote Positive Health and Wellbeing.

"This will have a positive impact for my son particularly promoting healthy settings – as the environments that he is exposed to are very important, we tried as a family to promote healthy lifestyle and this would support our core values and principles. "

"Improve oral health is very important for my children. We know that as my son's start to life was very challenging this can have a negative impact on the development of his teeth particularly his adult teeth which start to form around the time of birth. We were not aware just how crucial this time was until we've experienced difficulties with my daughter's teeth. As my son has had many difficulties with his health anything we can do to reduce the future risk of health problems is very welcome."

"Promoting positive mental health and emotional well-being is very important to me as a parent of a disabled child. My son hasn't had the easiest start to life which in turn means it's also been challenging for my daughter ensuring we as a family are equipped to best support our children and also the services that work with our children e.g. school, medical professionals, social care, sports clubs etc all play an appropriate role in supporting positive mental health and emotional well-being."

"The priority for ensuring there are appropriate antenatal and post natal services are available for women and families is very important to my family and I can see that having a good impact on my situation. Although both of my children are getting to school age I feel this is vitally important. It was an area where we felt let down when my son was first born and then subsequently following his illness. We experienced a real variance in the services we received from absolutely appalling to amazingly brilliant. The difference this made to the family was tremendous. When it worked well we were able to access universal and targeted services. When it didn't at best we were left with only specialist services and at worst completely isolated (as we didn't want to bother the specialist services)."

All parents agreed with the priorities mentioned in the new CYPP for Promote Positive Health and Wellbeing.

Other comments from parents included:

- More activities and courses available on a weekend.
- Sexual health should be more preventative in schools, children centres and community venues.
- Leaflets not enough as their children often disregard them.
- Puberty courses/information for parents.
- Positive relationship taught to ALL children.
- Parents discussed emotional effects on young girls when they are overweight, self harming. Parents felt this could be prevented in childhood through early intervention programmes that include families as a whole.
- Some parents felt not enough was being done on the preventative side and blamed the government for this.

Children & Young People

Comments from children and young people regarding the impacts of the proposed priorities in the CYPP for 2011-2014. From the discussions held with the young people, they were clear in telling us that there were no negative impacts from any of the priorities in the CYPP.

Older young people were unanimous in their view that the priorities outlined for Be Healthy were all positive impacts on their lives.

- "Good to focus on drugs and alcohol – this will help young people understand the dangers."
- "Getting more exercise is a good impact, not just about places to go like the Dolphin Centre, but about what you do in your own home and with family and friends to help you get healthier."
- "All the priorities about being healthy will have a positive impact."
- All the young people felt this priority would have a positive impact on their lives.

Younger children stated that if the prevention work around substance misuse was not included in the new CYPP it would not be good because people would not stop smoking, drinking etc. The children and young people related the priorities back to their own family situations such as family members drinking and/or smoking. They were aware of the negative impacts of alcohol and smoking on their own bodies and lifestyles if the prevention work wasn't continued.

'People shouldn't smoke, it's bad, it can make you poorly.'

Priority 2 Ensure the Safety of Children and Young People

Impacts from parents are outlined below. There were only positive impacts provided and no negative impacts identified by parents for the priorities proposed in Ensuring the Safety of Children and Young People.

"Help children, young people and adults to develop positive relationships and not to bully – this is very important to me and my family. I feel all children are individuals however I am aware that my son's development is delayed. At the present time he is not aware he is any different from other children but I am concerned about how other children will treat him as he grows up/ goes to school."

"The priority that has been suggested about promoting positive social behaviour is very important as it encourages children to behave in a responsible way which will benefit my children and I see this having a positive impact on my child."

"I was pleased to see a priority about social care as we access social care services for additional support for my son ensuring there are adequate resources, systems and process to manage demand is very important. Having these services provides us with a lifeline and safety net for when times are challenging and stressful. As a family we are concerned as to whether or not we will continue to receive services particularly during these difficult financial times."

All parents agreed with the priorities mentioned in the new CYPP for ensuring the Safety of Children and Young People.

Other comments included:

- Anti social behaviour was discussed at length; parents believe the Police should take more of a preventative role. This should include small group

work with youths and parents.

- Drug-awareness, parents thought that families should do informative sessions together and were quite vocal in how these should be designed examples provided by parents included interactive sessions and having ex drug users delivering sessions.

Children & Young People

Older young people were unanimous in their view that the priorities outlined for Staying Safe were all positive impacts on their lives.

- On-line E-Safety very important. One member of the group described a personal experience of not knowing who they were talking to on-line. Knowing about Ashleigh's Rules stopped them from getting into difficulties and stopping the communication.
- Minimising risks and safe neighbourhoods were highlighted by the young people as a positive impact.

Anti-bullying work was highlighted by younger children as a good idea and this priority would have a positive impact on their lives. The group discussed peer pressure at length and how this impacted on them individually and the positive effects of a priority about keeping children and young people safe.

'Everyone is different and should be able to do as you like, not what others want'.

Stranger Danger, E-safety and Anti-social behaviour:

Young people talked about these subjects and felt that this was a positive impact to have this priority in the CYPP. They felt they needed to be aware of stranger danger. They need to know what to do if they were approached by a stranger. If this wasn't a priority they would worry about keeping themselves safe.

E-safety:

The group discussed E-safety and agreed this priority would have a positive impact to keep children safe. They discussed how the priorities related to real situations e.g. internet safety; and felt that without the education work being undertaken they would feel in danger if using the internet without the guidance.

Anti-social Behaviour:

All the young people had personal experience of anti-social behaviour either at school or where they lived and felt it was important to keep this as a priority in the CYPP for 2011-2014.

Priority 3 To Enable Children and Young people to have fun and maximise their potential to learning.

Impacts from parents are outlined below. There were only positive impacts provided and no negative impacts identified by parents for the priorities proposed in Enable Children and Young people to have fun and maximise their potential to learning.

"Ensuring all children have access to high quality teaching is very important. I have concerns about how my son will get on once he starts school and whether or not he will be able to keep up with his peers. My son attended a mainstream nursery; this nursery was inspected during his time and was rated outstanding with particular mention about the quality of the provision for all children including those with additional needs. I can honestly say my son made significant progress during his

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time at the nursery as a result of the quality of the provision. I feel the quality of the teaching and learning will determine whether or not my son is able to reach his full potential."

"The priority ensuring that all vulnerable groups receive high quality teaching and learning is very important to me as a parent of a disabled child. This will impact in a good way on families with disabled children as it will encourage schools to adopt more inclusive practise. I would like to see more families benefit from the support I received from the nursery my son attends. I will share with you my experiences as a mother of a disabled son. I had hoped that our little boy would receive additional support in nursery not because I thought the nursery couldn't cope with him but I recognised that he would require support in changing his nappies, dressing and undressing etc which would take staff time away from other children. When it became apparent that he (and the nursery) wouldn't be getting any additional support in terms of extra staff the nursery just focused on how best they could meet our son's needs. They assured us as parents that they had sufficient staff to care for our son. The normal staffing ration for a maintained nursery is 1:14 and they have 1:8 most of the time – they invest any additional resources into staffing as they see staff as their most valuable resource. At every point they encouraged professionals involved in our son's care and development to come into the nursery. They have offered additional 1:1 or small group support in terms of language and communication as this is something they offer through the nursery to any child that attends and would benefit from it. There has been open and honest communication through out even when the news isn't always great but that has developed a deepened sense of trusting between us and the nursery. Our son is very creative in finding ways to develop his independence, he often needs to find his own way of doing things, this has not been a problem for the staff at the nursery they have encouraged him. In the recent Ofsted inspection for my son's nursery they praised the efforts of the nursery and recognised that they have above average numbers of children with disabilities and/or special educational needs but they have excellent provision for all the children that attend. As a parent I would echo the report. I can't rate the nursery and their provision highly enough. I hope this priority if it is included continues this excellent work with other schools."

"Supporting behaviour and attendance is very important although there needs to be a flexible approach due to the number of medical therapeutic appointments that are required. We have concentrated on promoting positive behaviour being able to provide a consistent approach is important to ensure my son receives clear messages about what is expected. This also needs to include all the professionals working with him."

"Dedicating time, energy and resources to times of transitions is vital – we are in the process of my son moving from nursery to primary school ensuring we have an appropriate transition has been very important. However understanding that transitions can occur at different time in a child or young person's life is very important. E.g. when my son has to go into hospital for surgery and then discharged, I consider this to be a time of transition."

"The priority that looks at high quality childcare is important and will have a positive impact on my family if this is kept. I have in the past had some concerns about the quality of childcare for my son. I am concerned that the staff have the appropriate training and that they have sufficient resources within the childcare setting to cater for all the children. I have chosen at times not to send my son to particular settings as I was concerned they wouldn't be able to keep a close enough eye and him to keep him safe or ensure he's having fun and maximising his potential."

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"Improving the leisure opportunities for children with additional needs would be excellent and I feel my son would benefit from this. He previously attended gymnastics with his nursery school but for him to continue to do this with the club they have requested that we provide one to one support for him. I'm keen that my son is able to attend universal leisure provisions but we do encounter some difficulties with this. Increasing the opportunities would be a huge step in the right direction. I do wonder whether or not part of the difficulties is whether we have sufficient accurate and up to date information about what is available."

Parents agreed with the priorities to Enable Children and Young people to have fun and maximise their potential to learning.

- One parent, who has a disabled child, disagreed with the wording for the maximising inclusive leisure opportunities for children and young people with additional needs. They felt this should be for ALL children and young people not aimed specifically at disabled children.

Other comments from parents included:

- Parents suggested that leisure facilities should offer free sessions for all.
- Parents felt a support worker is needed for families and felt that more could be done to get people accessing Children Centres.

Children & Young People

The older young people felt that this was a positive priority in terms of impact, but felt that negative impacts could be experienced by disabled young people with the removal of the Educational Maintenance Allowance and the increase in university fees.

Positive impacts for young people were:

- Good to have education and qualifications as a priority.
- Personal Choice for young people to do what they want to do and be steered into a particular path.
- More influence needed for School Councils. Put the power in the hands of the students.

All the young people felt it was positive to have this as a priority. They gave some examples of positive impacts of the work being done in this area e.g. school and home education.

'I like being at school, it can be fun and teachers really help us'

The younger children felt that inclusive activities as a priority would have a positive impact as it enables children and young people to continue with activities with their parents. They also felt it was important to have both formal and informal learning opportunities e.g. Peer Support to help in learning to ride a bike.

'I wouldn't know how to ride a bike if it wasn't for my mate. My mate showed me how to ride my bike'.

Another example was that without good teachers and the priority to help young people to have high quality teaching and learning it would impact negatively on disabled children and young people e.g. 'I was left behind in my education in my last school'.

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Priority 4 To Enable Children and Young People to Contribute to their Local Communities.

Impacts from parents are outlined below. There were only positive impacts provided and no negative impacts identified by parents for the priorities proposed in Enabling Children and Young People to Contribute to their Local Communities.

"As a parent I try to teach my children about social responsibility increasing the opportunities to volunteer is a great way to develop this. I feel it's important to start to do this at a young age and not just when children become young adults. This would have a positive impact on my family if this is a priority."

"Involving children, young people and families in the design of services is a great idea and would have a positive impact as it means families end up with the services that meet their needs rather than having professionals telling them what they need."

Other comments from parents

- School Forums were suggested as a way forward in ensuring Children had a voice in local communities.
- Two parents felt that communication was an issue in Darlington.
- Parents felt that they were not always included in consultation.

Parents agreed with the priorities outlined in Enable Children and Young People to Contribute to their Local Communities.

Children & Young People

Older young people held the unanimous view that this priority would have a positive impact on them. The young people stated that this priority had an important impact on their lives.

- Made them feel valued by contributing to the community and helped them meet new friends.
- Felt that this priority enabled them to learn new skills and would improve their social life by meeting new people and doing new things.
- Felt that being involved in decision making about local issues and services will enable them to contribute politically, 'It is good to be involved with local Councillors/MP'.

Younger children said their awareness of local community had developed and they had good attitudes towards local residents. They understood the consequence of their actions on the community. They said that the priority about being more involved would have a very positive impact on them as individuals as without it older people and young people might get hurt or scared.

The young people understood the importance of good citizenship and felt that the priorities to help them contributed positively to where they lived were a good idea. An example of this was illustrated by the comment in terms of the impact if this was included as a CYPP priority- 'if I'm naughty the police will come and take me away and people will be cross with me as well.'

Priority 5 To Ensure Children and Young People are prepared for adult life.

Impacts from parents are outlined below. There were only positive

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impacts provided and no negative impacts identified by parents for the priorities proposed in ensuring Children and Young People are prepared for adult life.

"Reducing the causes and mitigating the impact of child poverty is important and keeping this as a focus would be positive for my family. As a family we are in a higher risk category of experiencing child poverty. We try to ensure there is a balance in our children's lives."

"I feel the focus on education, employment and training would have a positive impact for my children in the long term. Although neither of my children are close to employment nor further training age I feel it's very important to tackle aspirations an opportunities now as this will have a knock on effect for my children."

"The priority that supports aspirations through adult and family learning is important and if this stays this will have a positive impact for my family. We are keen to let our children be children and grow up slowly but we frequently have an eye to the future and what to support them to be independent and prepared for adult life."

All parents agreed with the priorities mentioned in the new CYPP for ensuring Children and Young People are prepared for adult life.

Other comments included:

- Parents agreed that they don't always know where to go for help and suggested that some agencies also are not able to support them on this.
- Evidence-based Parent Programmes were mentioned, in particular, Mellow Parenting as a positive way to support families.
- Lack of support from social workers.
- Parents recognised and discussed the importance of skilled practitioners working with them and not against them.
- Early intervention and prevention should be used through all agencies.
- Parents wanted practitioners to notice signs earlier.
- Parents wanted professionals to inspire their children and also wanted to feel confident in the professionals working with families

Children & Young People

The older young people held mixed views about the impact of this priority.

- They were concerned about the potential negative impact if services were to be transferred to the voluntary sector and charities who they perceived would have difficulty in delivering what was needed.
- The impact of the priority on vulnerable groups was seen to be very positive, although interestingly they did not perceive themselves as a vulnerable group. They clearly stated that they did not want to be treated any differently from their non-disabled peers with the exception of reasonable physical adjustments e.g. ramps and alternative formats. They did not like positive discrimination.
- The young people felt that it was good that services would focus on those most at risk of poverty, NEET (not in education, employment or training).
- Very positive impact for young people in this priority as 'it lets us do more good things and have a better future'.

The younger children said it was good that this was included as a priority. They felt it was important. They clearly understood about the current economic climate. The

younger children said 'it was important to prepare us for leaving school'.

Cross Cutting Priorities

Impacts from parents are outlined below. There were only positive impacts provided and no negative impacts identified by parents for the priorities proposed in the cross cutting priorities.

"Early intervention and prevention is important across all services. I feel this is even more important for us as there is a temptation to forget about us as we have accessed specialist services. The specialist services we have received are only for one element of our son's life we can still benefit from the wider early intervention and prevention services."

"Improving outcomes and all partners working together more effectively/ efficiently can only serve to benefit us as a family as we receive services from a number of partner organisations. We are aware that there are limited resources and ensuring these are spent most effectively is very important."

"Having easy access to high quality information, advice and guidance in general is very important. It can ease the pressures faced by families, as I mentioned previously. One example for our family would be universal leisure activities that my son could access. Historically I had some concerns about the information I received from the Families Information Service this has made me more reluctant to use them again in the future."

"I am particularly keen to ensure my son has the same opportunities as other children. I would welcome schemes that are particularly focused on improving outcome for vulnerable groups."

"Improving the provision for disabled children and their families is important to us. Although as a family we often feel like we can still fall through the net. My son has a number of additional needs however sometimes we are told we don't meet certain thresholds and there are other children who are far worse. I accept that there are other children who sometimes have a greater need however I think it's important to recognised the cumulative effect when a child or family have a range of problems/ additional needs. Frequently universal services view our son as having complex needs but then it's questionable as to whether or not specialist services are also appropriate."

OTHER COMMENTS:

Children & Young People

The young people were pleased with the engagement and impact sessions. They wanted to receive regular feedback. They made a specific request to put the BLUEPRINT on Facebook.

OTHER COMMENTS FROM ENGAGEMENT SESSIONS:

Communication

372 of the 380 young people that were contacted during the consultation process had a Facebook profile. The steering group decided that a Facebook fan page should be developed in order to communicate the CYPP to other young people across the borough. The steering group decided that the name for both the fan page and the project should be 'The Blueprint', with the vision statement being 'Our Generation, Our Future, Our Plan'.

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The young people also decided that a *young person friendly* flyer should be developed, detailing the views and opinions of young people and should include comments from the Member of Youth Parliament, Ben Million. They decided that the format of the flyer should be both paper based and electronic and should be included on the Facebook fan page and be sent to schools, colleges, projects and organisations in order to promote the CYPP.

Film

To publicise the excellent work that the young people involved in the process have done over the past six months, the steering group decided to develop a short film, detailing the views and opinions of Darlington's young people. The film will sit on 'The Blueprint' Facebook page and will be available as a publicity and training tool.

What action will you take as a result of the impact assessment?

- All views of Children and young people and parents will be shared at an operational level when individual services are undertaking any operational services reviews that would impact on disabled people in Darlington.
- Through the extensive consultation that was undertaken, a number of actions have already been implemented. The CYPP is available in different formats to ensure it is inclusive; there is a DVD about the new CYPP; young people have developed their own four page summary - *Darlington Blueprint* - which contains picture/storyboard about the CYPP.
- Wording of the CYPP priorities was extensively re-written following feedback from the consultation that was undertaken.
- The artwork tool used to consult with the young children was requested by DAD as a tool to use for their organisation.
- The Children's Trust has agreed to ensure that young people are actively encouraged to look at college courses as an option despite the removal of EMA as each college and institution has developed a range of support to help the families of young people who have lower incomes. A series of communications briefings will take place at the end of August to reflect the feedback from young people and ensure young people understand about the financial support available to them from college bursaries.
- All Service Managers will be required to undertake appropriate Impact Assessments for any service changes proposed and to consult with the DES (Disability Equality Scheme) Sub-Group as a critical friend.
- The Children's Trust will use social networking tools such as Facebook as suggested by young people and this will be done through the **CLICKTODO** Facebook page.
- The Children's Trust will make sure that BLUEPRINT is available on Facebook as requested by young people.
- The DVD that young people produced will also be available on the Facebook page.
- The Children's Trust will make sure that groups such as DAD Young Leaders receive feedback about the CYPP and continue to be involved in its monitoring and review.
- To reflect the comments young had made about the potential impact of the increase in university fees, the Children's Trust Board will develop a specific enquiry group which will look, in detail, at young people aged 16-25 and mitigating the effects of national policy changes on this group. This work has developed a 'hardship fund' for young people, which is managed by Darlington College to remove financial barriers that may prevent young people leaving education.

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How and when will this action be monitored?

- Children's Trust in Darlington will monitor these actions, through the infrastructure in place for Darlington.
- The Provider Forum monitors the CYPP and DAD is represented on this group and contributed changes to the content of the CYPP through the meetings of this forum.
- All services which operate against the priorities in the CYPP are required to ensure that equality impact assessments and any identified disability impact assessments required are carried out in line with individual organisations' duties under the Equality Act and individual organisational procedures.
- The Children's Trust Executive Group will receive regular reports on the progress against the priorities. Specific monitoring of actions may be required for specialist service areas e.g. disabled children - life stages team.

Please tick as many of the following as the policy or action will achieve

Promote equality of opportunity	x
Eliminate unlawful discrimination	x
Eliminate disability-related harassment	
Promote positive attitudes towards disabled people	x
Encourage participation by disabled people in public life	
Take steps to meet disabled people's needs	x