



Equality Impact Assessment Record Form

Section 1: Service Details and Summary of EIA Activity

Title of activity:	Children and Young People's Plan 2017-22
Lead Officer for EIA:	Lynne Henderson
Telephone:	01325 405851
Service Group:	Childrens Services
Service or Team:	Commissioning
Assistant Director accountable for this EIA	Christine Shields
Who else is involved in carrying out the EIA:	Lynne Henderson

What stage has the EIA reached? Provide date and a brief note of where you're up to. List any consultation or engagement. Facts, figures and findings go elsewhere.

Stage	Date	Summary of position
Stage 1: Initial officer assessment to identify whole population likely to be affected	05/07/17	The plan applies to all Children and Young People living in Darlington aged 0-25 The Plan applies to all Darlington children and young people aged 0-25 including those living outside the borough.
Stage 2: Further assessment to identify target population	05/07/17	The population affected by the CYPP will be those children and young people aged 0-25
Stage 3: Further assessment to identify individuals		No individuals or groups will be disproportionately impacted upon as the plan is for all children and young people
Stage 4: Analysis of Findings		The plan sets out high level ambitions and priority actions which are already captured within existing strategies and plans. The CYPP seeks to coordinate and add value to the activities already identified.

Stage 5: Sign-Off		
Stage 6: Reporting and Action Planning		

Section 2: The Activity and Supporting Information

Details of the activity (main purpose and aims)
Darlington Children and Young People's Plan 2017-22 is a five year partnership plan setting out local priorities to improve outcomes for children and young people in the borough and those living elsewhere for example, with foster carers or in specialist placements for their schooling. The plan shows how local organisation and agencies will work together collectively to improve outcomes for all children and young people in Darlington. The outcomes and how we will achieve them have been developed following a wide range of engagement activity and are based on what residents and professionals have told us as well as taking into consideration other existing strategies and plans for the borough which have helped inform the new plan
Who will be affected by the activity? (groups and numbers)
Whole population
All children and young people in Darlington aged 0-19 (and those young adults aged up to 25 years who are disabled)
Target population
As above
Individuals
As above
What data, research and other evidence or information is available which is relevant to the EIA?
ONS population data (Census 2011) CHIMAT Disabled Children analysis (most recent version used in JSNA 2016)

Section 3: Officer Assessment

Use this table to record officer views on potential equality impacts. As the activity and assessment develop, views may change – record them here.			
Protected Characteristic	Potential Impact:	Potential level of impact:	Summary of Impact
	Positive Negative Mixed N/A	High Medium Low Nil	
Age	P	M	The plan will apply to all Children in Darlington The CYPP provides a positive opportunity to improve outcomes for all children and young people in Darlington
Race	P	M	The plan is published in English: however a summary of the plan will be available in other languages on request
Sex	P	M	The development of the plan in consultation with children and young people and their parents has not highlighted any specific issues around gender
Gender Reassignment	P	N M	
Disability (summary of detail on next page)	P	M	The plan has not highlighted any issues around disability Equality Impact Assessments will be undertaken at service delivery level by responsible managers from partner organisations. These will inform the frontline delivery of services to ensure that no-one experiences discrimination in accessing services or initiatives The individual partners will use the Equality Impact Assessment processes agreed for their organisation
Religion or belief	P	M	The development of the plan has not highlighted any issues around religion or belief nor does the plan make any distinction regarding religion or belief.
Sexual Orientation	P	M	The development of the plan has not highlighted any issues around sexual orientation

Pregnancy or maternity	P	M	The Plan makes no distinction regarding pregnancy or maternity
Marriage/Civil Partnership	P	M	The plan does not make any distinction regarding marriage/civil partnership

Section 3: Officer Assessment – continued

The Council must consider disabled peoples’ impairments when making decisions about ‘activities’. This list is provided only as a starting point to assist officers with the assessment process. People with similar impairments may experience completely different impacts. Consider the potential impacts and summarise in the Disability section on the previous page.			
Mobility Impairment	P	L	<p>The plan has not highlighted any issues around disability</p> <p>Equality Impact Assessments will be undertaken at service delivery level by responsible managers from partner organisations. These will inform the frontline delivery of services to ensure that no-one experiences discrimination in accessing services or initiatives</p> <p>The individual partners will use the Equality Impact Assessment processes agreed for their organisation</p>
Visual impairment	P	L	As above
Hearing impairment	P	L	As above
Learning Disability	P	L	As above
Mental Health	P	L	As above
Long Term Limiting Illness	P	L	As above

Multiple Impairments	P	L	As above
Other - Specify			

Potential Cumulative Impacts			
<p>Equality Impact Assessments will be undertaken at service delivery level by responsible managers from partner organisations. These will inform the frontline delivery of services to ensure that no-one experiences discrimination in accessing services or initiatives</p> <p>The individual partners will use the Equality Impact Assessment processes agreed for their organisation</p>			

Section 4: Engagement Decision

Do you need to engage now, or during the development of the activity, to better understand how the activity might affect people because of their protected characteristics?	Yes
If YES, proceed to the next section. If NO, briefly summarise below the reasons why you have reached this conclusion.	
Equality Impact Assessments will be undertaken at service delivery level by responsible managers from partner organisations. These will inform the frontline delivery of services to ensure that no-one experiences discrimination in accessing services. The individual partners will use the Equality Impact Assessment processes agreed for their organisation.	

Section 5: Involvement and Engagement Planning

Has the assessment shown that the activity will have a different effect on people because of their protected characteristic(s)? No
If yes, please state which groups and how
Will the difference advance equality for people with that protected characteristic? No
If yes, please state which groups and how Need to reflect the positive aspects of the plan on disabled people and other protected characteristics.
Will the difference cause or increase disadvantage for people with that protected characteristic? No
If yes, please state which groups and how

Involvement and Engagement Plan

Which organisations, groups and individuals do you need to involve or engage and how?

Date of plan entry	Organisation, Group or Individuals	Date of event or activity	Type of activity – venue, channels, method and staffing
23 June 17	General Public	23rd June to 4 th August 17	Public consultation via the DBC consultation page.
30 June 17	Survey Monkey – General public, stakeholders etc	Throughout the six week consultation period from 23 rd June 17	Survey Money to be used on the public consultation page to capture feedback as well as providing an email address
23 June 17	Children & Young People	Throughout the six week consultation period from 23 rd June 17	Use consultation plan on a page and signpost to website/or face to face
29 th June 17	Stakeholders	Email sent Thursday 29 th June 17	Plan on a page/full plan sent via email – feedback to be sent by email
30 th June 17	COB and COE	Email sent Friday 30 th June 17	Plan on a page/full plan sent via email – feedback to be sent by email
30 th June 17	Councillors – portfolio leads	Email sent Friday 30 th June 17	Sent plan on a page/full plan via email to Portfolio leads
Multi Agency Steering Group	Multi Agency Steering Group	Meeting	Discussed at meeting 4 th July 17.
Social Media	Social Media	During the six week consultation period	Comms Team via Facebook, twitter
One Darlington	One Darlington	Article in magazine	Article in the May edition
Schools	Schools	23 June 17 email to schools	Email sent 23 June 17 to schools to signpost pupils to the website. Separate email to Heads including the full draft plan for comment
Briefing	All staff	From 23rd June to 4 th August 17	2 x brief articles to go in the weekly briefing note over the six week consultation period

Involvement and Engagement Plan			
Which organisations, groups and individuals do you need to involve or engage and how?			
Date of plan entry	Organisation, Group or Individuals	Date of event or activity	Type of activity – venue, channels, method and staffing
SJ Newsletter	SJ Newsletter	Appear in next edition	July 17
Press Release	Press Release	Draft to be prepared for sign off by Chris	Comms Team to lead on this throughout the six week consultation period.
Safeguarding Board	Safeguarding Board	To liaise with Emma Chawner	Email to Chair of the Board 30 th June 17
Children's Centres Advisory Board	Children's Centres Advisory Board	Rosie to discuss at next Board.	TBA
Scrutiny	Scrutiny	Email sent Friday 30 th June 17	Plan on a page/full plan sent via email – feedback to be sent by email
Portfolio leads	Portfolio Leads	Email sent Friday 30 th June 17	Plan on a page/full plan sent via email – feedback to be sent by email
Darlington Partnership	Darlington Partnership	Via email 29th June 17	Draft plan sent to Partnership Director to pick this up
HWBB	HWBB	31st July 17 and 31 st August 17	Plan to be sent out for comment by the end of July, feedback to be given at the HWB 31 st August meeting

Section 6: Engagement Findings

	Date/summary of engagement carried out	Summary of impacts identified
Age	As above	None identified
Disability		None identified
Mobility Impairment		None identified
Visual impairment		None identified
Hearing impairment		None identified
Learning Disability		None identified

	Date/summary of engagement carried out	Summary of impacts identified
Mental Health		None identified
Long Term Limiting Illness		None identified
Multiple Impairments		None identified
Other - Specify		None identified
Race		None identified
Sex		None identified
Gender Reassignment		None identified
Religion or belief		None identified
Sexual Orientation		None identified
Pregnancy or maternity		None identified
Marriage / Civil Partnership		None identified

Section 6: Engagement Findings – Continued

Please explain your findings for each area of the Public Sector Equality Duty.

a) Does the activity help to eliminate discrimination, harassment and victimisation?
The plan is for ALL children and young people in Darlington
b) Does the proposal help to advance equality of opportunity?
The plan is for ALL children in Darlington.
c) Does the proposal help to foster good relations?
The plan is for ALL children in Darlington through a co-ordinated approach from agencies and organisations.

During the engagement process were there any suggestions on how to avoid, minimise or mitigate any negative impacts? If so, please give details.

No

Section 7 - Sign-off when assessment is complete

Officer Completing the Form:		
Signed	Name:	Lynne Henderson/Rosie Banks
	Date:	08/08/17
	Job Title:	Development and Commissioning Manager/Childrens Transformation Programme Manager
Assistant Director:		
Signed	Name:	Christine Shields
	Date:	
	Service:	AD Commissioning, Performance and Transformation

Section 8: Report Findings to Decision Makers

Any report to decision makers should clearly identify impacts, options and reasons. What does the EIA show? More than one may apply:

- a) **No negative impact. All opportunities to advance equality have been taken. Monitor progress on implementation.**

Section 9: Action Plan and Performance Management

What is the negative impact?	Actions required to reduce/eliminate the negative impact (if applicable)	Who will lead on action	Target completion date
N/A			

Performance Management	
Date of the next EIA review	At annual review
Further review dates	Annually
Who will lead the review?	Assistant Director Commissioning, Transformation and Performance