

Equality Impact Assessment (EIA)

Policy/activity or service area to be assessed:	Children & Young People's Policy	Person completing assessment:	Dale Harrison and Steve Wright
Reason for this assessment: <i>(new policy / review etc)</i>	New Policy	Date of assessment:	December 2014

An EIA involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in the Equality Act 2010. This requires us to look at the equality data which we capture or have access to and to consider the outcome of our community engagement. We need to assess whether our policies and practices show 'due regard' for the three aims (see below) of the Public Sector Equality Duty (PSED). The analysis should highlight effects that *increase* equality, *decrease* equality or have *no impact* upon equality across the protected characteristics. Its purpose is not just to paint a picture, but to *identify practical steps* to improve our performance by:

- (a) Eliminating any unlawful discrimination,**
- (b) Advancing equality of opportunity and**
- (c) Fostering good relations between different groups.**

1. Briefly describe the purpose, aims and objectives of the policy/activity: ¹	To provide support and guidance to ensure our children and young people are healthy and safe. Our children and young people should be confident to make positive and well informed life decisions that will help them fulfil their own potential.
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	Children & Young People Partners providing children, young people and family services Our Staff Parents & Guardians
3. Who is responsible for the policy/activity: (Directorate/Department/individual)	Prevent & Protect Directorate

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Equality Statement

Clearly explain and provide supporting evidence to show how the policy/activity satisfies the three aims of the Public Sector Equality Duty (PSED) and **DOES NOT** cause or have the potential to cause a **NEGATIVE** (detrimental) effect:

We will **eliminate any unlawful discrimination** by basing all activity on evidence. We will listen to children and young people to understand their needs and include them in our decisions. We will utilise creative tools and be innovative to enable children and young people to have a voice. By better understanding our communities we should be able to provide an improved service whilst reducing demand on response. This links directly to priority 1 of the CSP. County and City level findings coupled with our own analysis of incident and preventative data helps to provide a solid evidence base for the needs of CYP.

We will **advance equality of opportunity** by helping people lead better, safer, healthier and longer lives whilst ensuring we deliver a joint Public Service which best delivers what individuals, business, groups and communities want. We will seek to support CYP and their families in getting the best start, maximising potential and ability, helping to make good choices for life and where possible and advantageous include them in all that we do. We are committed to providing CYP with opportunities to help them develop in their personal, social, health and economic wellbeing. We will do this through apprenticeships, youth programmes and volunteering opportunities.

We will invest in our staff and volunteers to ensure that they have appropriate skills and experience to deliver an effective service. We have a duty of care and will equip our staff with safeguarding training to ensure that the CYPs that we have engaged with are safe from preventable harm. This will be done through active work with partners, such as interaction with schools and care providers, to implement effective referral procedures.

We will target our activity on the most vulnerable groups and through planning and evaluation better understand their needs to ensure maximum impact. An example of this was the purchase of Street Stadia that is wheelchair accessible.

Young people said: *'We want to know how the fire service can give us career advice as well as opportunities to learn and gain experience to help us to find work in the future'*

We will **foster good relations between different groups** through continuous engagement with Children and Young people, informally and formally through groups and organisations, to identify emerging risks and understand the root causes. This will help to shape the future activity of the Service and the impact it has on CYPs. This will be supported by our investment in existing and future partnerships to help identify those most vulnerable. One participants said *"it is really good that the fire service has come to ask us what we think"*

We will identify the best way for us to communicate our services to ensure that we are highly visible to CYPs within their community.

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a potential for inter-generational initiatives

Young people said: *'Most people forget that young people also have a lot to offer and not all of us are trouble makers. Let us help'*

Where the policy/activity **DOES** or has the **POTENTIAL TO** have a **NEGATIVE** (detrimental) effect indicate which of the Protected Characteristics **MUST** be considered:

Describe the NEGATIVE (detrimental) effect and provide supporting evidence for your rationale *	
Age	This Strategy is applicable to CYP aged 0-19 (up to age 24 with a learning disability), expectant parents/guardians, carers of CYP, families with CYP and providers of services for CYP. Therefore it is not relevant to all members of the community. This is one of several policies that sit beneath the Corporate Safety Plan which covers all members of the community. It is anticipated that the Service may explore intergenerational activity to foster good relations; partly facilitated through involving Volunteers and partner agencies.
Disability	Robust planning and evaluation of the vulnerable group makeup means that we do not exclude individuals based upon disabilities *activity has to be appropriate to disability, potentially delivered with a different aim/purpose*
Gender reassignment	Staff not being aware of signals that may be a cause of isolations and /or frustration within a young person. Potential risk of bullying.
Marriage or civil partnership	We recognise the relevance of this protected characteristic but do not feel there would be any detrimental effect.
Pregnancy or maternity	Analysis of our current activity has identified that we provide very limited services to expectant parents, new born and early years. Any young person who is pregnant in receipt of our initiatives would be afforded an appropriate risk assessment where applicable.
Religion or belief	Robust planning and evaluation of the vulnerable group makeup means that we do not exclude individuals based upon Religion or belief. We will monitor the recipients of the CYP we engage with to ensure that it is proportionate and applicable. We may find from our partnership data sharing that some religious groups are more likely to be in in need of our support and services. If this is the case they will be reflected

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	in our output monitoring.
Race	Robust planning and evaluation of the vulnerable group makeup means that we do not exclude individuals based upon Ethnicity. We will monitor the recipients with whom we engage to ensure that it our delivery is proportionate and applicable. We may find from our partnership data sharing that some groups are more likely to be in in need of our support and services. If this is the case they will be reflected in our output monitoring. Where need arises, it may be useful to have single ethnicity/ gender programmes
Sex	Robust evaluation of the vulnerable group makeup means that we do not exclude individuals based upon gender. However to ensure an appropriate and proportional gender mix the Service will develop delivery plans for the Policy which demonstrate due regard with this effect.
Sexual orientation	Staff not being aware of signals that may be a cause of isolations and /or frustration with in a young person. Potential risk of bullying from peers staff awareness of these signals.
Socio-economic disadvantage 2	We recognise that our investment in social media and new technology may isolate CYP who are, due to this characteristic, unable to access ICT. Events and activities that are held at our fire station may prevent some CYP from taking part due to lack of travel arrangements or support from parents/guardians.

* **NOTE:** Where any **NEGATIVE** (detrimental) effects are likely to occur:

- (a) For the policy/activity to continue corrective actions/amendments **MUST** be taken to prevent/minimise unlawful discrimination
- (b) An action plan **MUST** be completed (next section)
- (c) Where a negative (detrimental) effect can not be avoided, continuation of the policy/activity (with or without amendment) **MUST** be justified

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Action plan

This action plan **MUST** accompany the policy/activity and be used continually to assess any negative (detrimental) effects resulting from the delivery of or amendments to the policy/activity based on customer feedback and evaluation.

Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)
All P/Cs	by creating new and utilising existing partnerships to identify vulnerable and isolated CYP	CYP Lead CRR	Dec 2015	
Pregnancy or maternity	Identify the needs of expectant parents, new born and early years and where necessary provide services or work with other service providers to ensure they are healthy, happy and safe	Partnership Engagement Officer CRR	July 2015	
Socio-economic disadvantage	Ensure that we have a balanced approach with our communication and engagement tools to ensure that CYP that do not have access to ICT are not excluded	CYP Lead CRR	Already in place	/
Socio-economic disadvantage	Ensure that, through effective planning, our prevention activity is easily accessible by the target group(s).	CYP Lead CRR	Already in place	/
Disability	Ensure our packages are suitable for age and ability	CYP Lead CRR	July 2015	
Staff training	Staff working with CYP need specific training to identify risk associated, with the behavioural traits, cause and effect of ASBO - isolation - perpetrators and victims of bullying.	CYP Lead	Ongoing as part of Engagement work	/
Monitoring	Packages and interventions will be monitored be PC and recorded?? To be analysed to ensure proportionality and links to cause and effect??	CYP Lead	Ongoing as part of established practice	/

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All Completed EIA's should be submitted to E&D team for approval.

Signed: _____ (E&D)

Name: _____

Date: _____

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