

EQUALITY ANALYSIS

Name of 'proposal' and how has it been implemented (proposal can be a policy, service, function, strategy, project, procedure, restructure/savings proposal)	Children and Families Plan 2012-15
Directorate / Service	Children, Schools and Families
Lead Officer	Isobel Cattermole, Corporate Director
Signed Off By	

Stage	Checklist Area / Question	Yes / No / Unsure	Comment (If the answer is no/unsure, please ask the question to the SPP Service Manager or nominated equality lead to clarify)
1	Overview of Proposal		
a	Are the outcomes of the proposals clear?	Yes	The vision for the new plan is for all children to be safe, healthy, educated and emotionally and economically resilient for their future. The plan takes a life course approach, and specific outcomes for children based on our vision are set out for each life stage.
b	Is it clear who will be or is likely to be affected by what is being proposed (inc service users and staff)? Is there information about the equality profile of those affected?	Yes	The plan applies to all children and young people in the borough and their families. It also applies to all services/agencies who are members of the Children and Families Partnership, so is relevant for all practitioners working with children and families in the borough. The evidence base for the plan includes information on a number of the protected characteristics as they apply to children and young people. This data is summarised in the plan and includes disability, age, race, gender and pregnancy and maternity, for example.

c	If there a narrative in the proposal where NO impact has been identified? Please note – if a Full EA is not be undertaken based on the screen or fact that a proposal has not been 'significantly' amended, a narrative needs to be included in the proposal to explain the reasons why and to evidence due regard	No	All areas of the plan include identified outcomes for children and young people and/or their families.
2	Monitoring / Collecting Evidence / Data and Consultation		
a	Is there reliable qualitative and quantitative data to support claims made about impacts?	Yes	Existing performance indicators and outcomes data has been used to determine future outcomes we are aiming to achieve. See comment at 1b for data on equality groups which is outlined in the plan.
	Is there sufficient evidence of local/regional/national research that can inform the analysis?	Yes	The plan is based on a detailed evidence base which includes analysis of national and local research and information about vulnerable groups and different equality groups. The plan is based on thorough analysis and consideration of protected characteristics eg. age, race, disability, pregnancy and maternity, gender.
b	Has a reasonable attempt been made to ensure relevant knowledge and expertise (people, teams and partners) have been involved in the analysis?	Yes	The evidence base for the plan was developed with stakeholders from across the Children and Families partnership, including strategic and operational managers and practitioners.
c	Is there clear evidence of consultation with stakeholders and users from groups affected by the proposal?	Yes	The evidence base included consideration of previous consultation with children and families, and in addition consultation was undertaken with young people at a Youth Council meeting in April 2012 and with parents at the 2012 parent conference in March. Attendance at events was representative of the local community.
3	Assessing Impact and Analysis		
a	Are there clear links between the sources of evidence (information, data etc) and the interpretation of impact amongst the nine protected characteristics?	Yes	Sources of evidence include national and local research, national policy positions which have themselves been equality impact assessed, local performance information and stakeholder experience. Consideration of impact against the protected characteristics

is set out below.

Age

The plan sets out the outcomes we are aiming to achieve for children and young people aged 0 to 24. This age group will particularly benefit from the plan. In addition, by aiming to improve outcomes for families and to support children and young people into adulthood, the plan will also benefit older age groups. The plan should not have a negative impact on any age group.

Disability

The evidence base for each life stage includes consideration of the number of children and young people who are disabled, and the numbers with Special Educational Needs (SEN). Outcomes for each life stage include positive outcomes for children and young people with disabilities and/or SEN, and the plan also identifies the need to monitor data on numbers registered as disabled, on attainment for children and young people with SEN and on housing for young people and on transition planning for children with disabilities. The expectation is that this focus will have a positive outcome on people with disabilities in the borough.

Sex

The plan sets out positive outcomes for all children and young people and should have a positive impact on both sexes. However, there are specific examples of activity for particular sexes eg. particular work to engage fathers in pre and postnatal provision, increasing access of youth services by girls.

Religion or belief

The plan sets out positive outcomes for all children and young people and should have a positive impact on children and young people, of all religions/ beliefs.

			<p>Sexual orientation One of the vulnerable groups which the plan seeks to support is LGBT children/young people. The plan sets out positive outcomes for all children and young people and should have a positive impact on all children and young people, but it all contains activity to tackle bullying and homophobic incidents in schools and other settings.</p> <p>Ethnicity The plan sets out positive outcomes for all children and young people and should have a positive impact on both sexes. However, there are examples of activity geared towards specific ethnicities including white British young people at key stage 4.</p> <p>Pregnancy/ maternity The plan has a focus on maternity and early years, with an emphasis on pre-birth which has been developed in response to national and local evidence of need, and evidence of what outcomes are important during this life stage. There is also significant activity in the plan which supports teenage parents and their babies/children.</p>
	Is there a clear understanding of the way in which proposals applied in the same way can have unequal impact on different groups?	Yes	All activity is geared towards need which is based on analysis of need by the vulnerable groups listed in the evidence base.
b	Has the assessment sufficiently considered the three aims of the Public Sector Equality Duty (PSED) and OTH objectives?	Yes	<p>We have considered the 3 aims.</p> <p>The proposal will help partners to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;</p> <p>advance equality of opportunity between people from different groups; and foster good relations between people from different groups.</p>

4	Mitigation and Improvement Action Plan		
a	Is there an agreed action plan?	No	To be developed once plan approved by Children and Families Partnership
b	Are all actions SMART (Specific, Measurable, Achievable, Relevant and Time Bounded)	N/a	See above
c	Are the outcomes clear?	N/a	See above
d	Have alternative options been explored	N/a	See above
6	Quality Assurance and Monitoring		
a	Are there arrangements in place to review or audit the implementation of the proposal?	Yes	The plan will be reviewed annually.
b	Is it clear how the progress will be monitored to track impact across the protected characteristics?	Yes	Progress will be monitored by the Children and Families Partnership and this will include monitoring by protected characteristics.
7	Reporting Outcomes and Action Plan		
a	Does the executive summary contain sufficient information on the key findings arising from the assessment	Yes	The plan summarises the key findings from the evidence base which have informed the activity outlined in the plan.
8	Sign Off and Publication		
a	Has the Lead Officer signed off the EA? Please note – completed and signed off EA and Quality Assurance checklists to be sent to the One Tower Hamlets team	Yes	

Any other comments			
Signature	Layla Richards	Date	30 August 2012

Please keep this document for your records and forward an electronic version to the One Tower Hamlets Team