

City of York Council
Equalities Impact Assessment

Directorate:	Children's		
Service Area:	Children's Services		
Name of the proposal :	Children and Young People's Plan (CYPP)		
Lead officer:	Martin Kelly		
Date assessment completed:	12/12/2023		
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise
Niall McVicar	Head of Innovation and Children's Champion	City of York Council	Children's Rights

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	The purpose of the proposal is to assess how the City of York's Children and Young People's Plan 2024-2027 will impact equality among children and young people. The Children and Young People's Plan (CYPP) represents the overarching strategic plan for all partners working in the city. It sets our shared ambition and priorities for children and young people in the city.

1.2	<p>Are there any external considerations? (Legislation/government directive/codes of practice etc.)</p>
	<p>Children and Young People’s Plan’s were introduced by the Children Act 2004 which asked local areas to write a single, strategic, overarching plan for all services provided for children and young people.</p> <p>This required partners to work together locally to set out how it would improve the well-being of children in relation to:</p> <ul style="list-style-type: none"> • Physical and mental health and emotional well being; • Protection from harm and neglect; • Education, training and recreation; • The contribution made by them to society; and • Social and economic well-being <p>Statutory regulations were revoked in October 2012, and local areas are no longer required to prepare a plan. However, it is still seen as best practice to develop a plan that focuses on several shared strategic priorities that drive the continued improvement in outcomes for children and young people.</p> <p>By its nature the Children and Young People’s Plan needs to be considered within the overall strategic landscape. Whilst not an exhaustive list the CYPP works alongside the Council Plan, York’s Health and Well-being Strategy, the CYSCP Business Plan, the Humber and North Yorkshire Health Care Partnership Place plan, Early Years Strategy, Corporate Parenting Strategy, SEND Strategy, Mental Health Strategy, Early Years Strategy and Early Help Strategy.</p> <p>UN Convention on the Rights of the Child (UNCRC): The UK is a signatory to the UNCRC, which sets out the rights of children in areas such as health, education, and family life. The Children and Young People’s Plan aligns with the principles and rights outlined in the UNCRC.</p>

1.3	Who are the stakeholders and what are their interests?
	<p>Children and Young People: Children and young people are the primary beneficiaries of the strategy. They have a vested interest in receiving high-quality care, support, and opportunities that enable them to thrive, achieve their potential, and lead fulfilling lives.</p> <p>Local Communities and Families The wider community and families have an interest in supporting initiatives that help children and young people, as this contributes to community cohesion as well as economic and social well-being.</p> <p>Voluntary and Community Sector: York has a diverse and valuable range of voluntary and community organisations working with children, young people and families. The Children and Young People’s Plan provides partners with a common set of priorities.</p> <p>City of York Council: The local authority is a key stakeholder in leading the development and delivery of the CYPP and coordinating efforts to improve outcomes for children and young people.</p> <p>Health Partners: Health partners of all forms are crucial. The Children and Young People’s Plan can help create a city wide response to some key health needs. In addition health partners are crucial in playing their part in delivery of the wider priorities set out in the plan.</p> <p>Education and Childcare Providers: Early years, childcare, schools, colleges, and other educational institutions play a vital role in the well-being and development of children and young people. The delivery of the children and young people’s plan will enable children and young people to engage in learning and development. Education and childcare providers also hold a unique opportunity to support the wider priorities of the CYPP.</p> <p>Police and Criminal Justice Agencies: Collaboration with law enforcement agencies is important for addressing issues related to youth crime, safety, and safeguarding.</p>

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1.4	<p>What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2024- 2027) and other corporate strategies and plans.</p>
	<p>The City of York Safeguarding Children Partnership will coordinate the work of partners and review what difference we are making through our Children and Young People’s Plan. To understand what difference the plan is making the partnership will bring together intelligence from three different sources:</p> <ul style="list-style-type: none"> • What children, young people and families tell us • We will draw together messages from children, young people and families about their experience of living and growing up in York and use this to understand what difference is being made in people’s lives. • What our data tells us • A scorecard of data indicators has been agreed to help us understand if we are making a difference. This data will provide valuable insight but the partnership must analyse and understand the story behind the data by triangulating it with what families say and system assurance from partners. • System Assurance • We will check and challenge partners to demonstrate the work they have done to deliver the Children and Young People’s Plan and what they understand to be the difference they have made. <p>The priorities and expected outcomes of the Children and Young People’s Plan are shown below. The relevant Council Plan priorities are shown in brackets next to each priority.</p> <p>Best Start in Life (A health generating city, for children and adults)</p>

We will know we are making a difference by:

- Absolute gap in % of children totally or partially breastfeeding at 6-8 weeks between highest and lowest York ward (4 year aggregated ward data) (CHP34a)
- % take up of the two year old childcare offer (ES9).
- % of childcare providers rated by Ofsted as 'Good' or 'Outstanding' (CYPL11b + CYPL11a).
- Absolute gap in % of children who reach expected level of development at 2-2.5 years of age between highest and lowest York ward (4 yr aggregated) (HV24a).
- % of reception year children recorded as being overweight (incl. obese) (NCMP03)
- Population vaccination coverage - Dtap / IPV / Hib (2 year old) (CSB15)
- Population vaccination coverage - MMR for one dose (2 years old) (PHOF137)

Happy and Healthy (A health generating city, for children and adults)

We will know we are making a difference by:

- Under 18 admissions for Mental Health need with a high prevalence of common Mental Health illness, suicide and self harm rates (CHP31)
- The number of hospital admissions for self-harm amongst young people aged 10 to 24 (CHP32).
- Absolute gap in % of Year 6 recorded overweight (incl. obesity) between highest and lowest York ward (3 year aggregated) (NCMP12a)
- Number of children in temporary accommodation (HOU102a)
- % of children who achieve a Good Level of Development at EYFSP (EH7)
- School Health and Wellbeing survey – Stirling Well-Being Scale (Primary)
- School Health and Wellbeing survey – Short Warwick-Edinburgh Mental Wellbeing Scale (SWEMWBS) (Secondary)
- School Health and Wellbeing survey - Good Childhood Index (Primary)
- School Health and Wellbeing survey - Good Childhood Index (Secondary)
- Emergency hospital admissions for asthma in 0-19 year olds per 100,000
- Emergency hospital admissions for diabetes in 0-19 year olds per 100,000
- Emergency hospital admissions for epilepsy in 0-19 year olds per 100,000
- A&E attendance for 0-4 year olds

- Infant mortality rates
- Hospital admissions for dental caries (tooth decay) at age 0-5 years

Staying safe (A health generating city, for children and adults)

We will know we are making a difference by:

- Number of Early Help Assessments initiated (CYPL2c)
- Number of referrals to Children's Social Care per 10k (MIPACK1)
- Percentage of referrals re-referred within 12 month rolling period (CSB05)
- Number of children on Child in Need plan (EFL5)
- Number of children on Child Protection Plan (EFL2)
- Number of children on Children and Young People in Care (EFL1)

Ready for the future (A health generating city, for children and adults / High quality skills and learning for all / A fair, thriving, green economy for all)

We will know we are making a difference by:

- Number of children and young people permanently excluded in the primary/secondary (RM12, RM13)
- Number of fixed term exclusions in the primary/secondary sector (RM15, RM16)
- % of 16-17 year olds who are NEET who do not have L2 qualification (NEET02c)
- Secondary school persistent absence rate (87aa)
- Average Progress 8 score from KS2 to KS4 for disadvantaged children (eligible for FSM in the last 6 years, looked after and adopted from care) (KS4j)
- %pt gap between children (eligible for FSM in the last 6 years, looked after and adopted from care) and their peers achieving 9-4 in English & Maths at KS4 (KS4i)
- % of pupils achieving 9-4 or above in English & Maths at Key Stage 4 (KS4c)
- % of care leavers aged 17-21 in suitable accommodation at last birthday (147)
- % of care leavers aged 17-21 in employment, education or training at last birthday (148)
- Children and Families in Poverty - Income Deprivation Affecting Children Index (IDACI) (DOD08)

Step 2 – Gathering the information and feedback

2.1	What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
Source of data/supporting evidence	Reason for using	
Feedback from children and young people. <ul style="list-style-type: none"> • 2023 Co-Production and Joint Partnership with children, young people and families • 2023 Annual Show Me That I Matter and I Still Matter reports • 2023 Annual Advocacy Report • 2023 U_Matter Report • 2023 City of York Safeguarding Children’s Partnership • 2023 York Youth Council • Access4All • 2022 Public Health Survey • 2021 Voice and Involvement Strategy Evaluation • 2021 York Human Rights Indicator Report 	To ensure the Children and Young People’s Plan reflects the needs and priorities of children and young people.	
Data and performance information for children and young people.	To inform the priorities of the Children and Young People’s Plan.	
Feedback from the City of York Safeguarding Children’s Partnership.	To ensure ownership of the CYPP by the safeguarding partnership.	

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.	
Gaps in data or knowledge		Action to deal with this
No known gaps in data or knowledge.		n/a

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	The purpose of the Children and Young People’s Plan is to improve outcomes for children and young people. The successful delivery of the CYPP should also deliver positive outcomes across people’s lives as they become adults.	+	H
Disability	The Children and Young People Plan is inclusive of all our children including those with an identified disability. The positive impact of the strategy will include this group of children.	+	M
Gender	The strategy is not expected to impact on this characteristic.	0	
Gender Reassignment	The Children and Young People’s Plan is inclusive of all our children including those identifying with gender	+	M

	reassignment. The positive impact of the strategy will include this group of children.		
Marriage and civil partnership	The strategy is not expected to impact on this characteristic.	0	
Pregnancy and maternity	The Children and Young People's Plan has the 'Best Start to Life' as one of its priorities. The successful delivery of the Children and Young People's Plan will positively impact this group.	+	M
Race	The Children and Young People's Plan is inclusive of all our children. The Children and Young People's Plan will be delivered alongside York's developing anti-racism strategy.	+	L
Religion and belief	The strategy is not expected to impact on this characteristic.	0	
Sexual orientation	The Children and Young People's Plan is inclusive of all our children all sexual orientations. The positive impact of the strategy will include this group of children.	+	M
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	The Children and Young People's Plan is expected to have a positive impact on young carers to be happy, healthy, safe and ready for the future.	+	M
Low income groups	Delivery of the plan would improve outcomes for children and young people living in low income groups.	+	M
Veterans, Armed Forces Community	The Children and Young People's Plan is inclusive of all our children. This includes children and young people from the armed forces community.	+	L
Other			

Impact on human rights:			
List any human rights impacted.	<p>The UN Convention on Rights of the Child (UNCRC) are most relevant to the Children and Young People’s Plan. The strategy should impact across all articles of the convention but in particular the ones listed below.</p> <ul style="list-style-type: none"> • Article 3: Best interests of the child: The CYPPs is designed to enhance the well-being and outcomes of children and young people. • Article 4: Implementation of rights: The CYPPs is a mechanism for implementing the rights outlined in the UNCRC at the local level, ensuring that children and young people enjoy their rights to the maximum extent possible. • Article 12: Right to be heard: Children and Young People have been involved in the development of the CYPP. The delivery of the plan should also support the realisation of Article 12: The right to be heard. • Article 29: Aims of education: Article 29 underscores the right to education that develops the child's personality, talents, mental and physical abilities to their fullest potential. 	+	M

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
There are no negative adverse impacts identified though the introduction of the Children and Young People’s Plan. The introduction of the CYPP should make a positive difference to children and young people who would otherwise be at risk of poorer outcomes, discrimination and adversity.	

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:
<ul style="list-style-type: none"> • No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review. • Adjust the proposal – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations. • Continue with the proposal (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty • Stop and remove the proposal – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed. 	
Option selected	Conclusions/justification

No major change to the proposal	The Children and Young People’s Plan has been developed with consideration of the needs and inequalities of children and young people in the city and how partners can address these through shared priorities.
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Step 7 – Summary of agreed actions resulting from the assessment

7.1	What action, by whom, will be undertaken as a result of the impact assessment.		
Impact/issue	Action to be taken	Person responsible	Timescale
	Implement the Children and Young People’s Plan	All partners – governance oversight through the City of York Safeguarding Children’s Partnership	2024-2027

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	The Children and Young People's Plan is monitored on a regular basis by the City of York Safeguarding Children's Partnership.