



DRAFT

EQUALITY IMPACT ASSESSMENT

DATA CHECKLIST

When undertaking an Equality Impact and Needs Assessment (EINA) it is important that you bring into the equation everything which is associated with the policy or function that is being assessed.

The checklist below will help you ascertain what information is available and accessible for the EINA.

Oxford City Council Children and Young People's Plan

		Yes/No	Please give details
1	Has there been any complaints data about the policy or service function	No	The Plan covers a wide range of services and complaints would be dealt with on a specific service level.
2	Have officers raised concerns about the way the policy or function has been implemented?	NO	All key officers have been consulted and had input into the development of the Plan.
3	Have previous consultation highlighted any concerns about the policy or function?	NO	Consultations about different service functions have been undertaken on a specific service level. There was significant consultation on the Oxfordshire Children and Young People's Plan of which the City Council Plan forms a part. Detailed information is available on the Oxfordshire

			<p>Children's Trust web site.</p> <p>The Plan was also presented to the Central Area Children's Trust Board for comment. This Board includes representation from Parents and Carers, the Oxford City Youth Parliament representative and a Care leaver representative.</p>
4	From implementation of the policy do you have any concerns about how the policy or function is implemented?	NO	<p>The Plan is based upon the Oxfordshire Children and Young People's Plan which was widely consulted upon (see above).</p> <p>There are concerns about the impact of the Government Spending Review and public sector budget reductions which is likely to reduce services for children and young people. A risk assessment and mitigating actions have been put in place.</p>
5	Does any accessible data, identify any areas of concerns or gaps?	YES	<p>The Plan has been based on the Joint Needs Assessment (Health and Social Services).</p> <p>Evidence contained within the n the Oxford City Regeneration Framework.</p> <p>Performance monitoring information used by the Children's Trust Board on issues such as health and well being, attainment, disabilities, ethnicity religion and faith, gender and sexual orientation.</p> <p>All of this evidence can be accessed on : oxfordshirepartnerships.org.uk.</p> <p>The detailed evidence of need within Oxford City is set out within each section of the Plan. In summary the evidence indicates significant problems in the City in comparison to other parts of Oxfordshire. In particular:</p> <ul style="list-style-type: none"> • Poor education attainments, in particular for some ethnic minority groups

			<ul style="list-style-type: none"> • Child poverty, the rate of which is higher than the national average • Exclusion amongst some minority ethnic groups • 17 Super Output Areas are in the most 30% deprived areas in England • Severe housing shortage leading to homelessness and overcrowding.
6	Are there any other issues that you think will be relevant?	YES	The Plan is about what services can be provide by the City Council. The majority of services for children and young people are provided by other agencies, such as education and health. The City Council needs to play a strong leadership role and influence these other agencies if the needs of children and young people in the City are to be understood and met.



Form to be used for the Initial Impact Assessment

Service Area: Policy Culture and Communications	Section: Policy	Key person responsible for the assessment: Val Johnson	Date of Assessment: 5 th October 2010	
Is this assessment in the Corporate Equality Impact assessment Timetable for 2008-11?			NO	
Name of the Policy to be assessed: Oxford City Council Children and Young People Plan			Is this a new or existing policy	Existing (revised)
1. Briefly describe the aims, objectives and purpose of the policy		The primary aim of this Plan is to set out what services the City Council will provide in 2010-13 for children, young people and families. It identifies some of the different challenges that children and young people in Oxford face compared with the rest of the county and highlights specific actions that Oxford City Council are taking, alone or in partnership, to promote better outcomes for children and young people.		

<p>2. Are there any associated objectives of the policy, please explain</p>	<ol style="list-style-type: none"> 1. To ensure that the City Council's policies and practices fulfil its statutory duty to safeguard and promote the welfare of children and young people 2. To improve opportunities for children and young people who live in areas of deprivation and/or who experience poverty and disadvantage 3. To ensure adequate housing for children and young people and families 4. To provide affordable and positive activities, for children and young people.
<p>3. Who is intended to benefit from the policy and in what way</p>	<ol style="list-style-type: none"> 1. The Plan is intended to benefit all children and young people in Oxford, in particular those who are most excluded and at risk of harm. 2. To raise awareness amongst staff to promote the well being of children and young people. 3. To build the capacity of staff to deliver services children and young people need in the City. 4. To promote effective and efficient services by working in partnership with agencies.
<p>4. What outcomes are wanted from this policy?</p> <p>Stronger and More Inclusive Communities. Improving the Local Environment, Economy & Quality of Life More Housing & Better Housing for All Reduce Crime and Anti-Social Behaviour</p>	
<p>5. What factors/forces could contribute/detract from the outcomes?</p>	<ol style="list-style-type: none"> 1. Spending review implications 2. Reduction or loss of budget 3. Change of Government policy 4. Other agencies not delivering the required services to children and young people. 5. Comprehensive training programme for safeguarding children and young people.

<p>6. Who are the key people in relation to the policy?</p>	<p>Councillors, Officers Community & Voluntary Organisations /Groups Health Authority Police Authority Oxfordshire County Council Schools</p>	<p>7. Who implements the policy and who is responsible for the policy?</p>	<p>The Plan is implemented by Oxford City Council Officers from across a range of services.</p> <p>The Plan is Coordinated and led by the Partnership Development Manager.</p> <p>Responsibility for the policy is :- City Executive Board Board Member of Social Inclusion & Young People Heads of Service for Community Housing & Community Development and Policy, Culture and Communication and People and Equalities</p>
<p>8 Could the policy have a differential impact on racial groups?</p>	<p>Y</p>	<p>N</p>	<p>Yes positively.</p>

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Culture, ethnicity and family background can have significant impact on child attainment and well being. Evidence indicates that African Caribbean, Pakistani and Bangladeshi boys are in general terms at greater risk of underachievement, racial harassment, bullying and poor health.</p> <p>BME and the above groups in particular are over represented in child protection, with a higher number on Child Protection plans.</p> <p>There are low numbers of BME Groups represented in the Children and Young People Workforce.</p> <p>The Plan aims to target areas of deprivation and Break the Cycle of Deprivation. It also aims to improve referrals of children at risk and improve information sharing across agencies. The Plan should therefore help to address this imbalance.</p> <p><i>Source: Oxfordshire Children and Young People Equalities Impact Assessment</i></p>		
<p>9. Could the policy have a differential impact due to gender?</p>	<p>Y</p>	<p>N</p>	<p>Yes positively</p>

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>The needs analysis indicates that there is a gap in attainment between girls and boys. (boys underachieving more than girls). There is also underachievement gaps that are present within other groups e.g. Free School meals and 'white poor boys'.</p> <p>Girls are more at risk of cyber bullying and less likely to be happy with their health and self image.</p> <p>Abuse can affect anyone but it is widely recognised that girls are more likely to be victims of abuse, domestic violence, sexual assault and rape. However, boys may experience greater stigma and this may lead to an under reporting of the problems.</p> <p>More males (30%) than female (5%) are Not in Education, Training or Employment (NEAT).</p> <p>The majority of staff working with children are women.</p> <p><i>Source: Oxfordshire Children and Young People Equalities Impact Assessment</i></p> <p>The Plan includes targeting areas of deprivation, Breaking the Cycle of Deprivation and benefits take up campaigns and reduced leisure charges for low income families. Evidence indicates that more women than men are likely to benefit from this type of targeted activity.</p>		
<p>10. Could the policy have a differential impact due disability</p>	<p>Y</p>	<p>N</p>	<p>Yes positively</p>

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Disabled children find it more difficult than able children to access opportunities for education, play, leisure and social opportunities.</p> <p>They suffer disproportionately from bullying.</p> <p>They are disproportionately over represented in child protection cases.</p> <p>Disabled children are more likely to develop mental health problems.</p> <p><i>Source: Oxfordshire Children and Young People Equalities Impact Assessment</i></p> <p>The Plan includes the provision of an Adapted Housing Scheme for children with disabilities and carers.. The Street Warden work with schools to reduce bullying. The Plan includes initiatives within leisure service to improve access to facilities and activities for people with disabilities. It aims to improve referrals of children at risk and improve information sharing across agencies. The Plan should therefore help to address this imbalance.</p>		
<p>11. Could the policy have a differential impact on people due to sexual orientation?</p>	<p>Y</p>	<p>N</p>	<p>Yes positively</p>

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Sexual orientation is difficult measure due to cultural sensitiveness and it takes time for children to determine their identity. It is known that sexual orientation can have a significant impact on a young person's mental well being with a greater risk of self harming.</p> <p>Homophobia has also been identified as a concern for children and young people.</p> <p><i>Source: Oxfordshire Children and Young People Equalities Impact Assessment</i></p> <p>The Plan includes Street Wardens working with Schools to reduce bullying and this should therefore help to address some of the imbalance, although this is not likely to have a significant impact.</p> <p>The Council has representation on the Oxfordshire Homophobia Awareness Liaison Team and MANTRA (Reporting Hate Crime).</p>		
<p>12. Could the policy have a differential impact on people due to their age</p>	<p>Y</p>	<p>N</p>	<p>Yes positively</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>The Plan is specifically targeted at providing services for children, young people and their families. Thus it should impact on all age groups, with the possible exception of the elderly.</p>		
<p>13. Could the policy have a differential impact on people due to their religious belief?</p>	<p>Y</p>	<p>N</p>	<p>Yes positively</p>

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Children and young People have concerns about bullying or harassment due to religion.</p> <p>Hindu, Muslim and Buddhist children have lower levels of participation in after school activities and play.</p> <p><i>Source: Oxfordshire Children and Young People Equalities Impact Assessment</i></p> <p>The Plan includes Street Wardens working with schools to reduce bullying and this should therefore help to address some of the imbalance, although this is not likely to have a significant impact.</p> <p>The Plan aims to promote community cohesion. There is City Council involvement in HOLT and MANTRA. There are a number of community cohesion initiatives that the council are facilitating which should address some of these imbalances.</p>				
<p>14. Could the negative impact identified in 8-13 create the potential for the policy to discriminate against certain groups?</p>	<p>Y</p>	<p>N</p>	<p>Please explain</p> <p>No – No negative impacts identified have been identified.</p> <p>The activities set out in the Plan are aimed at reducing inequalities through positive action and targeting resources at particular groups. .</p>		
<p>15. Can this negative impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason</p>	<p>Y</p>	<p>N</p>	<p>Please explain for each equality heading (question 8-13) on a separate piece of paper</p> <p>There are no negative impacts only positive impacts.</p> <p>A full impact assessment will be necessary if through monitoring the plan gaps in service, negative trends emerge or if there are significant changes in resources.</p>		
<p>16. Should the policy proceed to a partial impact assessment</p>	<p>Y</p>	<p>No</p>	<p>If Yes, is there enough evidence to proceed to a full EIA</p>	<p>Y</p>	<p>No</p>
			<p>Date on which Partial or Full impact assessment to be completed by</p>		

17. Are there implications for the Service Plans?	YES	NO	18. Date the Service Plan will be updated	The Plan will be updated December 2011	19. Date copy sent to Equalities Officer in Policy, Performance and Communication	20/10/10
20. Date reported to Equalities Board:	NA		21. Date to Scrutiny and EB	December 2010	22. Date published	TBC

Signed (completing officer) _____

Signed (Lead Officer) _____

Please list the team members and service areas that were involved in this process:

Val Johnson, Partnership development Manager

