

## EQUALITY IMPACT ASSESSMENT SUMMARY GRID FOR THE CYPP REFRESH- 11/04/08

Equality Strand	Does the proposed project/ strategy/ plan/ function etc have a positive or negative (adverse) impact on people from these key equality groups? Please describe	Are there any changes which could be made to the proposals which would minimise any adverse impact identified? Please describe	Have any mitigating circumstances been identified? Please state	Key contacts/Action
<b>Race</b>	<p>It is not yet possible to determine if there is any adverse impact in relation to the CYPP, as this is subject to the approval of the new commissioning service specifications.</p> <p>Poor outcomes, attributable to race and ethnicity, underpins the selection of BME children and young people as one of the priority groups in the CYPP (Part 1).</p> <p>Particular focus is also placed on other vulnerable groups covered by the Race Relations Amendment Act (2000) which includes Asylum Seekers and Refugees, Gypsies and Travellers and Emerging Communities.</p> <p>The educational achievement of White Children &amp; Young People is also prioritised in the plan, particularly in relation to the underachievement of White Boys.</p>	None. Impact is positive as race is one of the Plan's key priorities	N/A	<p>Chair of BME Working Group, Chair of Equalities Shadow Board</p> <p><u>Action</u></p> <p>Equalities Shadow Board will scrutinize the three largest service contracts under the new Local Area Agreement (LAA) programme. This will be monitored by the Commissioning Manager.</p>

	<p>Special attention is being paid in the Plan to address the needs of BME parents and carers, including Gypsy &amp; Traveller, Asylum Seeker &amp; Refugee parents and carers.</p> <p>A BME Working group forms part of the governance structure of the Partnership to drive issues relating to race.</p>			
<p><b>Gender</b> Including teenage pregnancies</p>	<p>No adverse impact identified.</p> <p>One of the key issues in the Plan in terms of gender impact is teenage pregnancy and the strategy to support young mothers and fathers. Teenage pregnancy is clearly identified within the Health section of the Plan. Parents and Carers form one of the 4 Partnership shadow boards. Part of the remit of this board is to engage fathers in issues concerning their children.</p> <p>The educational achievement of some groups of boys has been identified as a key issue both nationally and locally. As such the achievement of White and BME Boys has been identified as a key issue within the Plan. A risk, however, has been identified in that by focussing on the underachievement of boys, the need to raise the aspirations</p>	<p>None. Impact is positive as the CYPP identifies the key issues for children and young people in relation to gender.</p>	<p>N/A</p>	<p>Teenage Pregnancy Strategy Manager, Parent &amp; Carers Support Strategy Manager, Chair of Parents &amp; Carers Shadow Board, Chair of Equalities Shadow Board, Domestic Violence Strategy Officer.</p> <p><u>Action</u></p> <p>14-19 Development and Equality Manager (Connexions), Commissioning Manager and Teenage Pregnancy</p>

	<p>of female pupils are being negated. This may have an impact on our high rates of teenage pregnancy and low aspirations of females.</p> <p>Domestic violence has been highlighted as a key issue within the Plan in the Staying Safe outcome. The Partnership is developing services to support children and young people who experience domestic violence.</p>			<p>Strategy Manager to meet to discuss promoting successful female role models within schools and the wider educational setting.</p>
<b>Disability</b>	<p>No adverse impact identified. Disabilities are one of the key priority groups in the CYPP (Part 1).</p> <p>A Social Emotional Behaviour Working Group and a Children with Learning Difficulties and Disabilities Working Group both form part of the governance structure of the CYPP to drive issues relating to special educational needs/ disabilities.</p> <p>Special attention is being paid in the Plan to address the needs of parents and carers of disabled children as well as parents/carers with learning disabilities and/or mental health conditions.</p>	<p>None. Impact is positive as special education needs and disabilities are one of the Plan's key priorities</p>	N/A	<p>Chair of Social Emotional Behaviour Themed Group, Chair of Children with Learning Difficulties and Disabilities Themed Group, Chair of Equalities Shadow Board.</p>
<b>Religion/Belief</b>	<p>No adverse impact identified.</p> <p>As race.</p>	<p>None. Impact is positive. A specific advisory body is in place to determine the</p>	N/A	<p>Chair of BME Themed Group, Chair of Equalities Shadow Board, Support</p>

	<p>The curriculum in relation to religious education in Nottingham City is governed by SACRE (the Standing Advisory Council for Religious Education). SACRE will be consulted on the CYPP to ensure that religion/belief is appropriately and adequately identified in the Plan.</p> <p>Issues of religion/belief in terms of educational need were considered in detail as part of a year long consultation into the needs of Nottingham's diverse communities in relation to educational provision. It was identified that there was a significant demand for single sex education in terms of religious/cultural belief.</p>	<p>religious/faith needs of children and young people in Nottingham City.</p>		<p>Officer to SACRE.</p> <p><u>Action</u></p> <p>Equalities Shadow Board to extend membership to engage faith communities.</p>
<p><b>Sexual Orientation</b></p>	<p>Focus is placed on the needs of other vulnerable groups within the CYPP which includes Lesbian, Gay, Bisexual &amp; Transgender (LGBT) Young People. This work is monitored by the Equalities Shadow Board and the Outburst Youth &amp; Education Steering Group.</p> <p>Meeting the needs of such a vulnerable group of young people is difficult, however this has been aided by the provision of a specialist youth club. The key issue is to develop systems</p>	<p>None. Impact is positive. LGBT Young People are being identified as a vulnerable group, whose needs are being addressed via the CYPP and monitored by the Outburst Youth &amp; Education Steering Group.</p>	<p>N/A</p>	<p>Chair of Equalities Shadow Board, Youth Service Development Manager.</p> <p><u>Action</u></p> <p>Equalities Shadow Board to extend membership to engage the LGBT community and source funding to enable participation.</p>

	<p>which encourage schools, youth centres etc to promote the existence of this specialist youth provision.</p> <p>We are committed to engaging LGBT young people in the governance of the Partnership and consulted with LGBT young people as part of the 'Hear By Right Conference' in February 2006.</p>			
<b>Age</b>	<p>No adverse impact identified. The Plan seeks to meet the needs of all children and young people regardless of age. The CYPP covers children and young people between 0-19 years, which may be extended to aged 21 if the young person is a care leaver, or aged 25 if the young person has a substantial disability.</p> <p>The Parents &amp; Carers Shadow Board seeks to engage parents and carers of all ages in the governance of the CYPP. It is assumed that this is replicated by the Children and Young People's Shadow Board, however information to confirm this needs to be requested.</p>	<p>None. Impact is positive. Support is given to children and young people who have additional needs as they get older.</p>	N/A	<p>Chair of Equalities Shadow Board, Chair of Children &amp; Young People's Shadow Board, Youth Engagement Manager.</p> <p><u>Action</u></p> <p>Head of Targeted Services (8-13) to be invited to attend the Equalities Shadow Board to present details on issues such as the representative membership of the Children and Young People's Board and its methodology.</p>
<b>Social Inclusion</b>	<p>The vision and aims of the CYPP clearly state that our services, in addition to being tailored to meet the needs of individuals and communities, will be designed to support</p>	<p>The aim and vision of the Plan is to promote inclusion and achieve better outcomes for all children and young people.</p>	N/A	<p>Parent &amp; Carers Support Strategy Manager, Chair of Parents &amp; Carers Shadow Board, Chair of Equalities Shadow Board, Chair of Children &amp; Young People's</p>

	social inclusion and cohesion. This is further supported in various priority sections, such as Children and Young People with Special Education Needs/ Disabilities			Shadow Board, Youth Engagement Manager.
<b>Community Cohesion</b>	The CYPP recognises the key responsibilities falling on partners and in particular schools to actively work towards breaking down barriers between different communities. There is a complete section which outlines what community cohesion is and how the Partnership will contribute towards the City's Community Cohesion Strategy.	A section of the CYPP is devoted to community cohesion and the actions the Partnership will take to contribute towards the City's Community Cohesion Strategy (Note:-LSP).	N/A	Parent & Carers Support Strategy Manager, Chair of Parents & Carers Shadow Board, Chair of Equalities Shadow Board, Chair of Children & Young People's Shadow Board, Youth Engagement Manager.
<b>Looked After Children</b>	No adverse impact identified.  Children in Care are one of the key priority groups in the CYPP (Part 1).	None. Impact is positive as children in care is one of the Plan's key priorities	N/A	Chair of Outcomes for Children in Care Working Group.