



# Integrated Children & Young People's Plan 2018-2021

## Stage 1 Equality Impact Assessment – Start Up

(For Early Proposals, Project Initiation, Start Up)

1.	<b>Title of Proposal:</b>	Integrated Children & Young People's Plan for the Scottish Borders 2018-2021
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*(Please enter the title or reference for your proposal)*

2.	<b>Service Area: Department:</b>	Multiple – this is a cross-partnership Plan incorporating partners from Scottish Borders Council, NHS Borders, Police Scotland, the Scottish Children's Reporter Administration and the third sector.
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*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	<p>An integrated approach to service planning by partners is a requirement under the Children and Young People (Scotland) Act 2014. This work is facilitated through the work of the Children &amp; Young People's Leadership Group which focuses on shared priorities to deliver meaningful and sustainable improvements to the lives of all our children and young people to ensure that <i>everyone</i> can reach their full potential. This is a refreshed and refocused plan concentrating on making the most of new opportunities and funding, as well as tackling persistent issues that partners know exist for our children, young people and their families.</p> <p>The plan continues to work towards closing the gap between our most deprived and least deprived families and communities, targeting resources to support our most vulnerable children and young people.</p>
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*(Please enter a full description of your proposal including its aims and objectives)*

4.	<b>Relevance to the Equality Duty.</b>	
	<p><b>Do you believe your proposal has any relevance to the following duties of the Children &amp; Young People Leadership Group under the Equality Act 2010?</b>          (If you believe that your proposal may have some relevance – however small please indicate yes)</p>	
	<b>Duty</b>	<b>Yes/No</b>
	<p><b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment.</b> <i>(Could your proposal discriminate? Or help eliminate discrimination?)</i></p>	<p>Yes – the plan has potential to impact on the whole child population and their families in the Scottish Borders. The child is at the centre of an approach which sees the Partnership intervene as early as possible, and focus on prevention and change.</p>
<p><b>Promotion of equality of opportunity?</b>  <i>(Could your proposal help or hinder the Council with this)</i></p>	<p>Yes – the development of action plans arising from the identified priorities will help the Leadership Group to identify and promote equality of opportunity.</p>	
<p><b>Foster good relations?</b>  <i>(Could your proposal help or hinder the council's relationships with those who have equality characteristics?)</i></p>	<p>Yes – the Leadership Group has a key role in linking the work and plans of our Partners to achieve the best outcomes we can for our children and young people.</p>	

5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b> (Please x all that apply).			
	<b>Equality Characteristic</b>	<b>Impact</b>		<b>Description</b>
		<b>No Impact</b>	<b>Possible Positive Impact</b>	
<b>Age</b> (Older or younger people or a specific age)		X		<p>Where you have identified a potential impact, please detail what you perceive this to be.          Where an equality characteristic is potentially negatively affected, please explain how and the extent to which they may be negatively affected. <b>If you are unsure of the answer please state this and recommend further investigation.</b></p> <p>The Integrated Children &amp; Young People's Plan 2018-2021 is inclusive to all children, young people and their families. The 4 priorities and actions plans arising from them will seek to meet the needs of individuals across a range of universal services as well as specialist services regardless of</p>

grouping)				age.
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		Priority 2 (improving health and wellbeing and reducing inequalities) has actions relating to 'building capacity to support emotional health and wellbeing'. Priority 3 (targeting support to maximise life experiences and opportunities and ensuring inclusion) refers to 'targeted partnership approaches to children and young people with additional and complex needs'
<b>Gender</b> (Males, Females, Transgender or Transsexual people)		X		The Integrated Children & Young people's Plan 2018-2021 is inclusive to all children, young people and their families irrespective of gender.
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)		X		The Plan applies fairly to people of all racial groups. Translations, alternative formats and interpreters will be provided upon request as per current Council and NHS Policy. It is important to be sensitive to the protected characteristics in the delivery of actions plans.
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		X		The Plan is fully inclusive to all religions and beliefs (including non-belief). It is important to be sensitive to the protected characteristics in the delivery of action plans.
<b>Pregnancy and Maternity</b> (refers to the period after the birth, and is linked to <b>maternity</b> )		X		Priority 1 (keeping children and young people safe) refers to providing young people with the support and advice they need to ensure they have the skills and confidence at key life stages to assess risk and make appropriate choices. Priority 2 (improving health and wellbeing and reducing inequalities) refers to building capacity to

leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),				improve the health and wellbeing of all children and young people such as their sexual health It is important to be sensitive to the protected characteristics in the delivery of action plans.
<b>Sexual Orientation</b> , e.g. Lesbian, Gay, Bisexual, Heterosexual		X		The Plan is fully inclusive to all irrespective of their sexual orientation. It is important to be sensitive to the protected characteristics in the delivery of action plans.
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		X		The new Carers (Scotland) Act was launched by the Scottish Government in April 2018. The act applies to both adult and young carers and aims to support carers' health and wellbeing and help make caring more sustainable. The Leadership Group supports this legislative requirement through the production of a Young Carers Strategy which is endorsed by Partners, as well as a specific commissioned service provided by Action for Children (CHIMES).
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		X		The Community Planning Partnership aim to reduce inequalities, specifically Child Poverty. The Leadership Group addresses the requirements of the Child Poverty (Scotland) Act 2017 which involves SBC and NHS jointly preparing a Local Child Poverty Action Report showing how they are working to meet targets around eradicating child poverty. Priority 2 (improving health and wellbeing and reducing inequalities) reflects the actions required to comply with the Child Poverty (Scotland) Act 2017.
<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X		The Plan includes a section on Workforce Planning and Development. To deliver improved outcomes for children and young people, we rely on a knowledgeable, experienced and caring workforce. The Leadership Group value the workforce and will continue to invest in and support staff at all levels through multi-agency training, information sharing and briefings to increase skill levels and knowledge and support delivery of our priorities.

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
	n/a	

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	<b>X</b>
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Janice Robertson	Service Area.	Customer & Communities
Post	Strategic Planning & Policy Manager	Date	27/11/18

**This assessment should be presented to those making a decision about the progression of your proposal.**

**If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision.**

For your records, please keep a copy of this Equality Impact Assessment form.