

EQUALITY IMPACT ASSESSMENT FORM

Directorate	CEF	Strategy, policy, procedure, plan or function (indicate)	Plan	Name of strategy, policy, procedure, plan or function (indicate)	Children and Young People's Plan 2007-2010
Policy author	Lorraine Surrey		Purpose and Outcomes	To set out the overarching plan of Thurrock Children's Trust	
Summary of consultation (s)			<p>To make sure that all key actions address the needs of Thurrock's children and young people, the strategic partnership conducted a wide-ranging and varied consultation programme with children, young people and their families. The consultation used a range of strategies to gather large quantities of information on their views around the quality of the services delivered by the partnership and their judgements on the extent to which those services have had a positive impact on their lives. The consultation gathered qualitative judgements and opinions through a dialogue and debate with children, young people and parents about the contents of the emerging Children's Plan; reviewing and refining the strategic partnership's intended direction of its priorities and its planned actions.</p> <p>On behalf of the Children and Young People's Strategic Partnership, Thurrock Council's Children, Education and Families Directorate held a series of face-to-face meetings with groups of young people, school councils and parent representatives. It also conducted large-scale surveys of their views through the use of on-line questionnaires, with over 1000 responses from children and young people in Thurrock.</p>		

Method of implementation	The Children and Young People's Plan will be implemented through the Children's Trust structure. Parts of the Plan will be implemented by key partners within the Children's Trust. For example, the elements of the Plan that will be delivered by the Council will form part of the Service Plans for areas within the Children, Education and Families Directorate. Some aspects of the Plan will be delivered through existing multiagency or single agency plans. All plans linked to the Children and Young People's Plan will need to have an EIA as the delivery of plans will have an impact on some or all of the equality groups.
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Stage 1

Equality area	Evidence of impact (Consultation, Research or Statistical Evidence)	Potential Adverse Impact
GENDER	Statistical evidence (see Needs Assessment www.thurrock.gov.uk/children)	access to education; attainment, access to services, health, employment, safety, ability to make a positive contribution, economic well being
RACE	Statistical evidence (see Needs Assessment www.thurrock.gov.uk/children)	access to education; attainment, access to services, health, employment, safety, ability to make a positive contribution, economic well being
DISABILITY	Statistical evidence (see Needs Assessment www.thurrock.gov.uk/children)	access to education; attainment, access to services, health, employment, safety, ability to make a positive contribution, economic well being
SEXUAL ORIENTATION		
AGE		

RELIGION OR BELIEF		
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Stage 2

	Summary of adverse impact (or potential to improve equality)	Options explored to improve outcomes (Priorities in the Children and Young People's Plan)
1	Sexual health services should meet the different needs of young men and young women	Improve access to sexual health advisory services by extending successful services such as C2U/YPAS throughout the community, and ensure these services are young person friendly and meet the needs of young men and young women
2	Services focussed on high risk behaviours should meet the different needs of young women and young men	Develop a better understanding of the types of risks that affect young men and young women
3	Services should meet the needs of disabled young people	Ensure the needs of young people with complex needs are addressed in the development of the Children's Trust, and review capacity and delivery of integrated services for disabled children and children with complex health needs, and those with learning difficulties and disabilities
4	The Early Support Programme should provide coordinated support for children under 5 and their families	Monitor and review the implementation of the Early Support Programme in Thurrock to ensure that children under 5 with complex needs, and their families, receive high quality co-ordinated support
5	The National Autism Plan may must be met locally	Establish a joint agency pathway which meets the requirements of the National Autism Plan
6	Sufficient support for children with speech and language support should be available	Increase the availability of speech and language support
7	Services for young people with complex needs should be appropriate to the needs of young men, young women and those from black and minority ethnic groups	Ensure that services provided for young people with complex needs are appropriate to the needs of young men, young women and those from black and minority ethnic groups

8	Mental health services should be appropriate to age and level of maturity	Ensure that 16 and 17 year olds have access to mental health services appropriate to their age and level of maturity
9	Service should meet the needs of children and young people with learning difficulties and disabilities	Develop services to meet the needs of children and young people with learning difficulties and disabilities
10	A full range of child and adolescent mental health services for children and young people with learning difficulties should be available	Ensure that a full range of child and adolescent mental health services for children and young people with learning disabilities are available
11	We should ensure that we understand cultural difference in relation to children and young people with learning disabilities	Ensure that we understand how cultural difference affects the support given to children and young people with learning disabilities from black and minority ethnic groups
12	Where appropriate, services should be placed in the community and services should be appropriate to the needs of young men, young women and those from black and minority ethnic groups	Ensure that services provided are appropriate to the needs of young men, young women and those from black and minority ethnic groups
13	The needs of looked after children who are unaccompanied asylum seekers should be considered, as well as gender needs	<p>Ensure that the mental and emotional health needs of Looked After Children are met, (including those with specific needs such as unaccompanied asylum seekers) and that their needs are understood differently according to their gender</p> <p>Ensuring that Looked After Children from black and minority ethnic groups, such as unaccompanied asylum seekers are not hindered from accessing education because of their language needs</p>
14	Education services should meet the needs of traveller children and young people	Continue to develop the Traveller Achievement Service
15	Leisure services should be equally available and accessible to children and young people with disabilities and impairments, and young women and young men	<p>Ensure that leisure activities are equally available and accessible to children and young people with disabilities and impairments.</p> <p>Ensure that leisure activities are designed to capture the interests of young women as well as young men</p>

16	Ensure all young people can help in shaping services	Access the views of “silent groups”, for example lesbians, gay and bi-sexual young people, victims of sexual violence, victims of domestic abuse, young offenders, victims of offenders, drug users, young carers.
17	All young people’s voices should be heard in shaping services	Ensuring that Looked After Children, including unaccompanied asylum seekers are able to make their voices heard (including those who are not placed within Thurrock)
18	All young people are protected and supported	Ensuring that young people who are particularly vulnerable to prejudice and intolerance, such as unaccompanied asylum seekers, are protected and supported
19	Services for disabled children should be available	Develop the newly refurbished Sunshine Centre for disabled children
20	Parents with disabilities or learning disabilities should be supported	Work with adult social care to improve the support for parents with disabilities or learning disabilities.

Stage 3

Number from table in stage 2	Action that will remove adverse impact/ promote equality	Responsible officer	Target date	Progress update
1	Improve access to sexual health advisory services by extending successful services such as C2U/YPAS throughout the community, and ensure these services are young person friendly and meet the needs of young men and young women	Melody Williams/High Risk Behaviours Group	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
2	Develop a better understanding of the types of risks that affect young men and young women	Melody Williams/High Risk Behaviours Group	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
3	Ensure the needs of young people with complex needs are addressed in the development of the Children's Trust, and review capacity and delivery of integrated services for disabled children and children with complex health needs, and those with learning difficulties and disabilities	Jean Imray/Disabled Children Forum	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
4	Monitor and review the implementation of the Early Support Programme in Thurrock to ensure that children under 5 with complex needs, and their families, receive high quality co-ordinated support	Jean Imray/Disabled Children Forum	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008

5	Establish a joint agency pathway which meets the requirements of the National Autism Plan	Jean Imray/Disabled Children Forum	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
6	Increase the availability of speech and language support	Jean Imray/Disabled Children's Forum	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
7	Ensure that services provided for young people with complex needs are appropriate to the needs of young men, young women and those from black and minority ethnic groups	Jean Imray/Disabled Children's Forum	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
8	Ensure that 16 and 17 year olds have access to mental health services appropriate to their age and level of maturity	Stewart McArthur/CAMHS Group	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
9	Develop services to meet the needs of children and young people with learning difficulties and disabilities	Stewart McArthur/CAMHS Group	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
10	Ensure that a full range of child and adolescent mental health services for children and young people with learning disabilities are available	Stewart McArthur/CAMHS Group	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
11	Ensure that we understand how cultural difference affects the support given to children and young people with learning disabilities from black and minority ethnic groups	Jean Imray/Disabled Children's Forum	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008

12	Ensure that services provided are appropriate to the needs of young men, young women and those from black and minority ethnic groups	Gill Mills/Integrated Frontline Services Group	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
13	<p>Ensure that the mental and emotional health needs of Looked After Children are met, (including those with specific needs such as unaccompanied asylum seekers) and that their needs are understood differently according to their gender</p> <p>Ensuring that Looked After Children from black and minority ethnic groups, such as unaccompanied asylum seekers are not hindered from accessing education because of their language needs</p>	Lorna Scarlett/LAC Group	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
14	Continue to develop the Traveller Achievement Service	Christine Tinkler	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008
15	<p>Ensure that leisure activities are equally available and accessible to children and young people with disabilities and impairments.</p> <p>Ensure that leisure activities are designed to capture the interests of young women as well as young men</p>	Jean Imray/Disabled Children's Forum	April 2009	Will be reviewed as part of refresh of Children and Young People's Plan November/December 2008

16	Access the views of “silent groups”, for example lesbians, gay and bisexual young people, victims of sexual violence, victims of domestic abuse, young offenders, victims of offenders, drug users, young carers.	Colin Stewart/Communication, Participation and Engagement Group	April 2009	Will be reviewed as part of refresh of Children and Young People’s Plan November/December 2008
17	Ensuring that Looked After Children, including unaccompanied asylum seekers are able to make their voices heard (including those who are not placed within Thurrock)	Colin Stewart/Communication, Participation and Engagement Group	April 2009	Will be reviewed as part of refresh of Children and Young People’s Plan November/December 2008
18	Ensuring that young people who are particularly vulnerable to prejudice and intolerance, such as unaccompanied asylum seekers, are protected and supported	Richard Epps/Anti-Bullying Steering Group	April 2009	Will be reviewed as part of refresh of Children and Young People’s Plan November/December 2008
19	Develop the newly refurbished Sunshine Centre for disabled children	Jean Imray	April 2009	Will be reviewed as part of refresh of Children and Young People’s Plan November/December 2008
20	Work with adult social care to improve the support for parents with disabilities or learning disabilities.	Sue Green/Parenting Strategy Group	April 2009	Will be reviewed as part of refresh of Children and Young People’s Plan November/December 2008

Date submitted to (Corporate Diversity)	Date: 14 October
Sign off (Corporate Diversity Advisor)	Signature:
	Review Date:

