

## EQUALITY, HEALTH & HUMAN RIGHTS IMPACT ASSESSMENT TEMPLATE (July 2014)

This template is to be used in conjunction with the Equality, Health & Human Rights Impact Assessment Guidelines.

<b>Section 1: Policy Details</b> A policy is understood in the broad sense including the full range of functions, activities and decisions the council is responsible for, i.e. everything it does. This includes both current policies and new policies under development. This guidance is also relevant for assessing the impact of financial decisions.	
Name of Policy:	West Dunbartonshire Community Planning Partnership: Integrated Children's Services Plan (ICSP) 2015-18
Lead Department & other departments/ partners involved:	All Community Planning Partnership, specifically accountable to the Children and Families Development and Implementation Group (DIG)
Responsible Officer	Heather Irving, Strategy Officer CHCP
Impact Assessment Team	As required
Is this a new or existing policy/function?	Existing
Start date: (the assessment should be started prior to policy development or at the early stages of review): July 2014	
End date (this should allow for the assessment to inform decision-making): July 2014	
What are the main aims of the policy?	This plan incorporates key strategic priorities and outcomes for children and young people as set out in West Dunbartonshire's Single Outcome Agreement 2014 and a suite of agreed strategic priorities across all services where children and young people are affected.
Who are the main target groups/ who will be affected by the policy?	<p>The plan primarily acts to inform and direct local children's services. It is also reported to Scottish Government.</p> <p>The plan affects the delivery of services for children, young people and their families, both through universal services, and primarily where they require additional support.</p>
What does the policy aim to achieve?	The plan builds on the success of the previous Community Planning Partnership Integrated Children Services Plan and is aimed at local agencies, staff and partners, confirming the priorities and practices, of organisations providing services for children, young people and their families.
Relevance (relevance of the policy, service, function to the general equality duties and equality groups, also record where there is no relevance giving reasons and evidence)	
Yes Reasons: This plan affects the services provided to vulnerable children, young people and families in West Dunbartonshire	
If yes, complete all sections, 2-9	

	If no, complete only sections 8-9
	If don't know, complete sections 2& 3 to help assess relevance
<b>Section 2: Evidence</b> Please list the available evidence used to assess the impact of this policy, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.	
<b>Available evidence:</b>	
Consultation/ Involvement with community, including individuals or groups or staff as relevant	<p>The ICSP brings together a number of local plans, which involved significant consultation with stakeholders, the community and staff.</p> <p>The ICSP is agreed at the Children and Families Development and implementation group (DIG), which is chaired by the Executive Director of Education, with members of senior management across Community Planning, including elected members, community representation and third sector involvement.</p>
Research and relevant information	<p>The plan is based on the current priorities of local and national child care priorities, including Getting it Right for Every Child, (GIRFEC) The Early Years Collaborative, the Curriculum for Excellence, the Children and Young People Act and Public Bodies (Joint Working) (Scotland) Act.</p> <p>The ICSP is supported by local and national research and knowledge related to service specific planning, national evidence based planning, social and economic profiling and a local understanding of service/needs based trends.</p>
Officer knowledge	<p>The plan includes a wide range of services and professions, represented at Senior management level with in the DIG.</p> <p>Shared knowledge about services and the needs of children, young people and families is extensive, and reinforced through evidence based practice and research, in addition to the use of social and economic mapping, local practice knowledge and national strategic agendas such as GIRFEC and Early years.</p>
Equality Monitoring information – including service and employee monitoring	The policies and plans referenced in the ICSP have existing EIAs.
Feedback from service users, partner or other organisation as relevant	The plan includes contributions from across the CPP, including the third/independent sector and the Children and Family's DIG.
Other	

<b>Are there any gaps in evidence?</b> Please indicate how these will be addressed			
Gaps identified			
Measure to address these			
<i>Note: Link to Section 6 below Action Plan to address any gaps in evidence</i>			
<b>Section 3: Involvement and Consultation</b>			
Include involvement and consultation relevant to this policy, including what has already been done and what is required to be done, how this will be taken and results of the consultation.			
Please outline details of any involvement or consultation, including dates carried out, protected characteristics. Also include involvement or consultation to be carried out as part of the developing and implementing the policy.			
<b>Details of consultations</b>	<b>Date</b>	<b>Findings</b>	<b>Characteristics</b>
Proposed distribution			
Children and Family DIG			Race
Looked after and Accommodated Children RIG			Sex
Parenting RIG			Gender Reassignment
Children with Disabilities RIG			Disability
Emotional Health and Wellbeing RIG			Age
Youth Services RIG			Religion/ Belief
Youth Alliance			Sexual Orientation
Public Partnership Forum			Civil Partnership/ Marriage
			Pregnancy/ Maternity
			Health
			Other
<i>Note: Link to Section 6 below Action Plan</i>			

#### Section 4: Analysis of positive and Negative Impacts

Protected Characteristic	Positive Impact	Negative Impact	No impact
Race	In line with GIRFEC, the plan identifies 'included' and 'respected' as two of 9 key priorities.		
Sex	In line with GIRFEC the plan identifies child's included and respected as two of 9 key priorities.		
Gender Re-assignment			
Disability	Increased opportunities for Children with Disability to be included in activities, and received appropriate support across services.		
Age	This plan addresses the needs of children up to the age of 18 years, recognising the shift in policy to provide increased supports for 16 and 17 year olds.		
Religion/ Belief			x
Sexual Orientation			x
Civil Partnership/ Marriage			x
Pregnancy/ Maternity	West Dunbartonshire CPP's Parenting strategy and Corporate Parenting Strategy are key priorities within the ICSP. This reflects that Early Years provision is a priority both nationally and locally and is core		

	to our services for children and families.		
Socio- economic	Socio economic profiling has informed this plan. It aims to reduce the impact of social, economic and health inequalities on children and families.		
Human Rights			
Health	In line with GIRFEC, the plan identifies child's Health as one of 9 key priorities. The plan focuses on promoting health and wellbeing across health and social care		
Other Public Protection	The plan reflects our collective responsibility to keeping children and families safe		
<i>Note: Link to Section 6 below Action Plan in terms of addressing impacts</i>			

**Section 5: Addressing impacts**

Select which of the following apply (use can choose more than one) and give a brief explanation – to be expanded in Section 6: Action Plan

1. No major change	X
2. Adjust the policy	
3. Continue the policy	
4. Stop and remove the policy	
<p>Give reasons:</p> <p>The review of the ICSP continues to support West Dunbartonshire's agreed strategic priorities</p>	
<p><i>Note: Link to Section 6 below Action Plan</i></p>	

**Section 6: Action Plan**

Please describe the action which will be taken following on from the assessment of impact above in order to reduce or remove any negative impacts, promote any positive impacts, gather further information or evidence or further consultation required

Action	Responsible person (s)	Intended outcome	Date for completion	Protected Characteristic
				Race
				Gender
				Gender Reassignment
				Disability
				Age
				Religion/ Belief
				Sexual Orientation
				Civil Partnership/ Marriage
				Pregnancy/ Maternity

				Socio- economic
				Human Rights
				Health
				Other
<b>Are there any negative impacts which cannot be reduced or removed?</b> If so, please outline the reasons for continuing with the policy				
No				

**Section 7: Monitoring and review**

Please detail the arrangements for review and monitoring of the policy

How will the policy be monitored? What equalities monitoring will be put in place?	The plan is monitored through the CPP Children and Families Delivery Group , chaired by the Director of Educational Services
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When will the policy be reviewed?	The plan will be reviewed annually
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**Section 8: Signatures**

The following signatures are required:

Lead/ Responsible Officer: J Irvine	Signature:	Date: 07/08/14
Equality Impact Assessment Trained Officer: H Irving	Signature:	Date: 07/08/14