

## Equality Impact and Needs Analysis (EINA) Template

<b>Directorate:</b>	Education, Children’s and Cultural Services
<b>Service Area:</b>	Policy, Performance and Communications
<b>Name of service/ function/ policy/ being assessed:</b>	New Children and Young People’s Plan (CYPP) 2013-17
<b>Officer leading on assessment:</b>	Henry Kilpin
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### PREPARATION FOR THE EQUALITY IMPACT AND NEEDS ANALYSIS

1. [Briefly describe the service/ function/ policy:](#)

#### Background and context

The Children and Young People’s Plan sets out the strategic direction and goals for the Council and its strategic partners, covering all children and young people up to the age of 19, and up to the age of 25 for care leavers and young people with learning disabilities.

The plan has been developed by the Council in consultation with the Children and Young People’s Partnership, a group which brings together all of the key organisations delivering services to children and young people in the borough, for example, the Council, health organisations, police, schools and colleges, and voluntary organisations. It includes services available for every child such as education, health and youth services; services for children who may need additional help for example with attendance, behaviour or health difficulties; and services for the small number of children with complex needs, such as children in care or those with disabilities. It puts in place a vision for children, young people and their families in the borough, outlines the Partnership’s commitments and the anticipated outcomes that will emerge as a result of the work delivered.

The Plan is strategically aligned to the work of the Health and Wellbeing Board and the Richmond Partnership, the multi-agency partnership group working in the best interests of the borough and its residents. It also works closely with the Local Safeguarding Children Board, an independent statutory board which co-ordinates safeguarding activities in the borough.

#### Commissioning in Richmond

Reductions in funding have led local authorities to take a fundamental look at how services are delivered, to ensure that they are making the most effective and efficient use of resources. In Richmond upon Thames, the Council has agreed a new strategic direction which focuses on commissioning rather than directly providing services to residents.

Commissioning is about deciding what service is needed, how it should be delivered and by whom – this could be public, private or voluntary sector provider. This approach includes exploring how services could be delivered differently rather than being constrained by how things have been done in the past. The Council and its partners have looked for opportunities to jointly commission services, evidenced by the creation of a Joint Children’s Health Commissioner post.

In Richmond upon Thames, the Council has embarked on an exciting journey with Kingston Council to create Achieving for Children, a local authority company jointly owned by the two boroughs. Achieving for Children will offer: greater capacity for safeguarding and looking after the most vulnerable children in both boroughs; responsive and joined-up preventative services; and high quality services to support schools. At the same time, the efficiencies created by bringing together services and setting up a joint management team will help meet the financial challenges ahead.

Achieving for Children will aim to meet the needs of children in a more focussed and effective way, building on the strengths of both boroughs and increasing capacity to address areas for improvement. It will also work in partnership with other local organisations delivering services for children and young people, such as health providers, voluntary organisations, local businesses, schools and colleges.

### **Our vision**

The vision of the Children and Young People’s Plan is: *Tackling inequality, creating opportunity:*

- *Tackling inequality* we know that behind the story of our success there are some real challenges and inequalities between relatively wealthy and relatively poor areas of the borough and between children with particular needs. Our vision is to target the most support on those who need the most help, ensuring that every child in every part of the borough, no matter what their background or their need, has the chance to fulfil their true to potential.
- *Creating opportunity* Richmond upon Thames is a vibrant and prosperous borough, our vision is to maintain excellent services for all, working with families to ensure that all children and young people are given the opportunities they need to enjoy a happy and healthy childhood and stay on track for future success.

This vision of excellent services for all, with the most help for those who need it, is captured within the themes and commitments of the CYPP we are setting out.

### **Our themes**

The outcomes we want to see for all children and young people are set out in the overarching themes of the plan:

- *Theme 1: Ensuring children and young people are safe and healthy:* the starting point for a happy childhood and the foundation for future success is to grow up safe from harm, physically and emotionally healthy. The first priority of the CYPTB is to ensure that all children in the borough are safe from the risk of harm. We are committed to ensuring that all children and young people are supported to stay healthy, with high quality support for those with additional needs;
- *Theme 2: Ensuring children and young people are able to participate, enjoy and achieve:* consistently excellent schools, with teaching personalised to meet the needs of individual children, are essential if all children are to fulfil their true potential. Our focus is on

ensuring consistency of provision across the borough, with a particular focus on narrowing the gaps in attainment so that pupils can make good progress. Alongside our excellent schools, our commitment is to provide an exciting range of play, sports and cultural opportunities for young people to enjoy growing up and to participate positively in the life of the borough;

- *Theme 3: Providing early help to children, young people and their families:* we know that some families, especially in relatively deprived areas of the borough, need particular help to ensure their children grow up free from poverty and able to succeed at school and beyond. Particularly at a time of economic strain our focus is on ensuring that all families, children and young people are given the support they need, all young people beyond the age of 16 need a range of high quality education and training opportunities to choose from to make sure they have a successful transition to adulthood; and
- *Theme 4: Working together to ensure effective and quality services:* this theme focuses on how we work together to improve outcomes for children, young people and their families. The focus is on shared planning and partnership working, joint commissioning, the effective and continual professional development of our workforce and systematic engagement with children, young people, parents and carers in planning, design and delivery of services.

### **Our commitments, outcomes and measures of success**

Each of the four themes has been broken down into a series of commitments which aim to capture the key activities undertaken by the Council and its strategic partners. Each commitment has been broken down further into the specific outcomes that we want to achieve for children, young people and their families, with a series of performance measures to evaluate our progress.

We will use a range of mechanisms to monitor our performance, including performance indicators, feedback from service users and quality assurance tools such as audit and self-evaluation. We will review the Plan regularly to assess progress in delivering against the outcomes, and to ensure that the outcomes and measures remain relevant. This approach will enable us to all understand what we are trying to achieve, measure progress and assess whether we are making a difference to the lives of children, young people and their families.

If we fulfil our commitments and outcomes, and achieve good results against our performance measures, we will have delivered our vision for children and young people in the borough, and the aspirations set out within the Plan's four themes.

## **2. Why is the equality impact and needs analysis being undertaken?**

The EINA is being undertaken as the CYPP is the new strategic planning document for children's services for the period from April 2013 to March 2017. The EINA focuses on the plan itself- it does not go into significant detail about the existing services that will be delivered as part of the plan. This information can be found in individual service EINAs- and all services are part of the three year cycle of EINAs in ECCS so will either have recently completed an EINA or will be scheduled to undertake one in the next one to two years.

An annual Achieving for Children business plan will be the main tool for delivering the work of education and children's services in Richmond Borough. The delivery plan will capture high level and one off activities with all day to day work and detailed actions sitting within individual service plans. The business plan and performance measures will be monitored twice a year and overseen by the Joint Richmond and Kingston Management Team. Although the plan will be tailored to the needs of Richmond Borough, it will also include

areas of joint work between Richmond and Kingston. The plan will consider the equality implications of service delivery through a comprehensive equality monitoring process.

Regulations to have a CYPP were revoked in October 2010 and local areas are no longer required by statute to prepare a plan. However, in keeping with the decision to maintain the Children and Young People’s Partnership in its current format, the decision has been made to develop another CYPP to enable the Partnership to clearly set out its strategic direction. This CYPP will build on the structure of the previous plan, albeit more simplified and concise. It will set out the commissioning intentions of the Partnership and the strategic direction for Achieving for Children.

**3. Has this service/ function/ policy undertaken a screening for relevance?**

**If so, which protected characteristics and parts of the duty were identified as of high or medium relevance and why? Please attach screening for relevance as an appendix to this EINA.**

**If not, make an assessment of which protected characteristics and parts of the duty are of high or medium relevance and explain why:**

As the CYPP is a new plan it has not been subject to a screening for relevance. However for the purposes of this EINA, the plan has been assessed against the protected characteristics and it is considered to be of: high relevance to age, disability, gender, race and ethnicity, and religion and belief including non belief; medium relevance to gender reassignment, pregnancy and maternity and sexual orientation; and low relevance to marriage and civil partnership.

**4. What sources of information have been used in the preparation of this equality impact and needs analysis? For example, this could include equalities monitoring information, performance data, consultation feedback or needs assessment. Please provide the details in the table below:**

<b><i>Information source</i></b>	<b><i>Description and outline of the information source</i></b>
Review of the CYPP 2009-13- “you said, we did”	A comprehensive review of the previous plan based upon CYPP annual reviews, inspection outcomes, performance data and feedback from children, young people and their families and other stakeholders.  The review can be found via this link: <b>ADD LINK</b>
CYPP Needs Analysis 2012	To develop our understanding of need in the borough we have used a wide range of different information- including demographic data; performance information; information from inspection and surveys; and feedback from wide-ranging and ongoing consultations with children, young people, families and residents. The information in the needs analysis will be updated regularly as new data or feedback becomes available.  Data relating to the protected characteristics of children and young people in the borough can be found in the needs analysis. A brief overview of the CYPP needs assessment can be found at the end of the section 4.

<b>Information source</b>	<b>Description and outline of the information source</b>
	The needs analysis can be found via this link: <a href="#">ADD LINK</a>
Consultation data	<p>Over the previous few months, wide ranging consultation has been undertaken which has influenced the development of the new plan. A range of groups have been consulted:</p> <ul style="list-style-type: none"> <li>• Children and Young People’s Trust Board;</li> <li>• Children in Care Council;</li> <li>• Children not in school;</li> <li>• Community and voluntary sector;</li> <li>• Community Safety Partnership;</li> <li>• Disabled children and their families;</li> <li>• Education, Children’s and Cultural Services Overview and Scrutiny Committee;</li> <li>• Education, Children’s and Cultural Services staff;</li> <li>• External Stakeholders Scrutiny Group;</li> <li>• Free schools;</li> <li>• Governors;</li> <li>• Headteachers;</li> <li>• Health and Wellbeing Board;</li> <li>• Independent schools;</li> <li>• Inter Faith Forum;</li> <li>• Key Council partners;</li> <li>• Local Safeguarding Children Board;</li> <li>• Parents;</li> <li>• Primary school pupils;</li> <li>• Richmond Executive Partnership;</li> <li>• Secondary school pupils;</li> <li>• Youth Council; and</li> <li>• Youth Member of Parliament.</li> </ul> <p>We have also revisited consultation data collected as part of the development of the previous plan as it still remains valid- this includes feedback from additional groups such as children and young people using community centre facilities, children and young people using youth settings, school councils, young carers, young parents, and young people in hostel accommodation.</p> <p>The draft of the new plan was subject to online consultation over a four week period in early 2013. It was publicised on the front page of the Council website and comments were invited from everyone.</p> <p>The consultation findings can be found via this link: <a href="#">ADD LINK</a></p>
Young people’s annual survey	We have a wealth of data collected as part of the new Young People’s Annual Survey which was undertaken in 2012 with 4,216 pupils from years 6, 7, 8 and 10 from across 26 primary and junior schools, 5 secondary schools and 3 academies. The purpose of the survey was to obtain pupils’ views regarding healthy eating, safety, emotional wellbeing and leisure time.

### National and local context in children’s services

The four years since we published our last Children and Young People's Plan in 2009 have been characterised by far-reaching change, both on a local and national scale. The global financial crisis of 2009 has led to a programme of austerity and deficit reduction; consequently the Council and its partner organisations are operating within a context of unprecedented funding reductions. Despite this, demand for services continues to rise.

Alongside the financial challenges, we are also managing widespread public sector reforms. Nationally, a whole scale review into how local authorities and other agencies work together to safeguard children and young people was led by Professor Eileen Munro. The review concluded that child protection has become too focused on compliance and procedures and has lost its focus on the needs and experience of individual children. As a result a raft of changes to social work practice, recording and reporting and inspection has been proposed. At a local level, protecting children from harm, maltreatment or neglect is a priority for the Council and its partners, and our reputation for providing good services to safeguard children and was validated by Ofsted in a ten-day inspection during 2012.

Educational reforms have led to greater school autonomy, with the creation of Academies and free schools and a drive to improve pupil standards through revised qualifications. Working with schools, colleges and employers, local authorities are now responsible for promoting participation in education, employment or training for all 16 and 17 year olds. The introduction of the Pupil Premium offers schools additional resources to help close the attainment gap between more disadvantaged pupils and their peers. In Richmond upon Thames, all but one secondary school has become an Academy and good relationships with new Free Schools are being developed so they become part of the local family of schools. Educational choice post-16 has been expanded through the development of sixth-forms in all secondary schools, and there are plans in place to revitalise Richmond upon Thames College, with major building developments and new school provision planned for the site. In addition, the Council continues to expand existing primary and secondary schools to meet the increasing demand for school places; this includes establishing new Catholic primary and secondary schools and the development of special school provision.

A greater focus on early intervention has shaped policy in the early years through initiatives such as free childcare for vulnerable two year olds, and for families accessing multiple services through the Troubled Families Programme. In healthcare, GPs are now responsible for commissioning local health provision, supported by Health and Wellbeing Boards.

## **Overview of CYPP needs assessment**

The CYPP is supported by a comprehensive needs assessment, available on our website, which has helped to determine what services we deliver to children, young people and their families. We have compiled a picture of need from a range of different information, including demographic data, performance information, inspection results and service users' views. The section below provides a very brief overview of the some of the headline messages.

### Borough profile

Richmond upon Thames is a prosperous, safe and healthy borough, where many families enjoy an excellent quality of life. It has exceptional local amenities, including outstanding schools, beautiful parks and open spaces, renowned sporting venues, internationally important heritage sites, and a vibrant arts and cultural scene. This makes the borough a very attractive place to live, work, study and visit.

According to the 2011 Census, Richmond upon Thames has a population of 187,000, of which 44,000 (24%) are aged between 0 and 9. The local birth rate is predicted to rise from 2935 live births in 2011 to 3100 live births in 2021. The workforce is generally well qualified

with high levels of household earnings. The Office of National Statistics reports that the average annual pay in Richmond upon Thames is £48,395, making the borough one of the least deprived areas in London and in the country. No areas in the borough are ranked in the most deprived 20% of all local authority areas in England.

The 2011 Census reported that 14% of the borough population came from Black, Asian and Minority Ethnic (BAME) groups, compared to 40.1% in London. The largest BAME population in the borough is Indian, with the majority residing in the Heathfield ward. Compared to the England and Wales as a whole, the borough has an above average number of residents from other European Union countries: 14.4% living in the borough compared to an average of 5.3% in England and Wales. The school-age population is more ethnically diverse than the whole resident population: according to the 2012 School Census, 22.5% of pupils in primary schools and 25.6% of pupils in secondary schools were from a BAME group.

There are small pockets of relative deprivation in the borough in Ham, Heathfield, Castelnaud, Mortlake and Hampton North. In terms of child poverty, children are classified as living in poverty if their family is in receipt of out-of-work benefits or tax credits where their income is less than 60% of national median income. The Department of Work and Pensions estimated in 2011 that 4,290 children in Richmond upon Thames were living in poverty. These families are also likely to be particularly affected by welfare reforms. Changes to eligibility for child benefit will impact heavily on middle income earners and single earner households. Tightening of housing benefits will severely test the extent to which people can afford to live in a borough such as Richmond upon Thames, where housing costs are high. These issues will put additional pressure on families and may increase demand for services provided by the Council and its partners.

### Safe and healthy

Richmond upon Thames is generally a safe place for children and young people to grow up, with one of the lowest levels of crime and road accidents involving children. The rate of first time entrants to the youth justice system is far lower than the regional and national averages.

Keeping our most vulnerable children and young people safe is a key priority of this Plan. The number of children subject to a Child Protection Plan are low (64 at January 2013), as are the number of children in care (78 at January 2013). Services to these vulnerable children and young people were graded as good by Ofsted following an inspection in May 2012; however, the Council is committed to making improvements in the key areas for development identified in the inspection. This includes strengthening the role of the Local Authority Designated Officer so that all organisations in the borough understand how to report safeguarding concerns, and improving accommodation for 17 year-olds who are assessed as homeless.

A range of support has been developed for children with disabilities, notably the development of specialist provision at the Windham Croft Centre in North Richmond; however, further work is required to improve the transition of young people with disabilities to adult social care services.

Children and young people in Richmond upon Thames are likely to have a good start in life. The borough performs well in indicators that measure good health and wellbeing as shown in the table below: life expectancy is high; there are high levels of participation in sport and physical activity; rates of childhood obesity are low; and the borough has one of the lowest levels of teenage pregnancy in the country.



Indicator	Richmond	England	
		London	
Life expectancy at birth for males, in years (2008-10)	81.3	79	78.6
Life expectancy at birth for females, in years (2008-10)	85.6	83.3	82.6
Infant mortality rate per thousand live births (2008-10)	3.70	4.10	4.30
Percentage of Reception children classified obese (2011-12)	6.5%	11%	9.5%
Percentage of Year 6 children classified obese (2011-12)	12.9%	22.5%	19.2%
Under age conception rates per 1000 girls aged 15-17 (2010)	17.6	37.1	35.4

### Participate, enjoy and achieve

School standards in Richmond upon Thames are high. Children aged under five have an excellent start to school, with achievement scores from the Early Years Foundation Stage among the best in the country. In our primary schools, pupils consistently achieve the highest results in the country, with 90% of pupils achieving Level 4 or above in English and Maths at Key Stage 2; however, there are some gaps in attainment between pupils eligible for Free School Meals and their peers, and in boys lower achievement in English and girls lower achievement in Maths at Key Stage 2.

In our secondary schools, there has been a significant improvement in the number of pupils achieving five or more A\* to C grades at GCSE (including English and Maths); Richmond upon Thames also ranks seventh in the country for pupils achieving the English Baccalaureate. At Key Stage 4, there are significant attainment gaps between girls and boys, between some BAME pupils and their peers, and between pupils eligible for Free School Meals and their peers.

Behaviour in schools is good, with high levels of attendance and a reduced number of fixed-term and permanent exclusions. According to the January 2013 School Census, there are 3,421 children (15.3% of the total school population) who have Special Educational Needs (SEN), (defined as receiving School Action or School Action Plus support or who have a Statement of Educational Need). With the support of the borough's two Special Schools, children with SEN generally perform better than their peers in other boroughs, especially at Key Stages 1 and 2.

There is a very wide variety of activities for children and people to participate in across the borough, particularly through schools, voluntary sector youth organisations, the Council's youth service, and programmes such as the Duke of Edinburgh's Award Scheme; however, there is a clear message from young people that there is a lack of things to do in the borough, and so better communication and engagement is required to ensure organisations are delivering the right services in the right places at the right times.

Indicator	Richmond	London	England
Percentage of 5 year olds achieving a good level of development (2011-12)	72%	64%	64%
Percentage of primary school children achieving Level 4 or above in both English and Maths (2011-12)	90%	82%	79%
Percentage of secondary school children attaining 5 or more A*-C GCSEs including English and Maths (2011-12)	62.6%	62.3%	59.4%
Percentage of young people aged 16-18 who were Not in Employment, Education or Training (NEET) (2011)	5.2%	4.5%	6.1%

### Providing early help



Providing early help to children, young people and their families in order to prevent more significant issues later in life is a priority for the Council and its partners. Joined-up early help services are delivered in five localities called Quindrats. This approach makes collaboration between practitioners easier and enables common issues across a Quindrat to be identified and addressed as early as possible.

Children benefit from outstanding childcare provision in the borough, providing them with an excellent start in life. Childcare is known to be expensive and was identified as an obstacle to parents accessing education, training or employment in the borough's Childcare Sufficiency Assessment in 2011. Only the most vulnerable families receive support with childcare costs, and a challenge for the Council is to ensure that there are enough high quality free places available for vulnerable two year olds.

Targeted support for the families most in need is being provided through the Troubled Families Programme. The number of families which meet the national criteria in Richmond upon Thames is relatively low; however, the vast majority will be known to local agencies, and the programme provides an opportunity for a renewed focus on improving these families' lives.

The number of students in Richmond upon Thames who achieve a Level 3 qualification by the age of 19 is well above the national average. The vast majority of 16 and 17 year-old school leavers are in education, employment or training, with a choice of apprenticeship and work-based learning opportunities available, including the Council's own Way to Work scheme. There is still considerable work to do, particularly to prepare for the increase in the school participation age, and to re-engage those young people who are currently not in education, employment or training.

A new multi-agency approach to support children and young people experiencing emotional, behavioural and mental health issues has been agreed. Services for children experiencing emotional and behavioural issues are offered in school by a team of Primary Mental Health Workers, and there are clear pathways and referral mechanisms in place for those children who require higher-level support for mental health issues. There is more work to do in this area, particularly to support children and young people with autistic spectrum disorders.

Indicator	Year	Richmond	London	England
First time entrants to the youth justice system (rate per 100,000 age 10-17)	2011-12	422	704	637
Students achieving a Level 3 qualification by the age of 19	2011	60%	59%	53%
Proportion of young people not in education, employment or training	2011	5.20%	4.50%	6.10%

#### Working together to ensure effective and quality services

There is a strong ethos of working together in Richmond upon Thames to achieve the best outcomes for children and young people. The partnership landscape is well established, with a strong commitment to improving services from all partner agencies. This Plan has been developed to align with other key strategies and plans influencing services for children and young people, such as the Community Plan, the Health and Wellbeing Strategy and the Joint Strategic Needs Assessment.

There is a strong infrastructure supporting services for children and young people: a Single Point of Access ensures a single and common entry point for all children's services; the Common Assessment Framework and Quindrat model of localised service delivery are well established across the borough; and Children's Centres offer a range of support services for children, young people and their families in their community.

Mechanisms are in place to ensure that children and young people are able to inform and influence the design and delivery of services, such as the Richmond Youth Council and the Children in Care Council. We recognise, however, that we could do more to routinely involve children, young people, parents and carers in the planning, delivery and review of the services they receive.

## ANALYSING IMPACT, NEEDS AND EFFECTS

**It is important that the analysis addresses each part of the duty assessed as relevant to the area being examined** (see further [Guidance on RIO](#)).

### 5. Key questions to consider:

- a. What does the data tell you about the groups identified as relevant to the area being assessed?
- b. What does customer feedback, complaints or discussions with stakeholder groups tell you about the impact of the service/ function/ policy on the protected characteristic groups, where assessed as relevant to area being examined?

Other questions to consider:

- How well are diverse needs met?
- Have any differences in access to services/functions been identified for any group?
- Has the area identified any disadvantages experienced by groups, which need to be addressed?
- Have there been any complaints about a failure to receive an appropriate and fair service?
- Is there any other evidence of differential impact or different outcomes which needs to be addressed?
- Is there any evidence that participation in areas of public life is disproportionately low for any particular relevant protected characteristic group?
- Have the needs of disabled people been identified and addressed where these are different from the needs of non-disabled people?
- Have you identified any need to tackle prejudice or promote understanding between different relevant protected characteristic groups?

**Remember that equality analysis is not simply about identifying and removing negative effects of discrimination but it is also an opportunity to identify ways to advance equality of opportunity and to foster good relations.**

<b><i>Protected Group</i></b>	<b><i>Findings</i></b>
Age	<u>Background and context</u>

The borough population is 187,000<sup>1</sup> of which around 24% (44,000<sup>2</sup>) are aged between 0-19:

5 year age bands	Males	Females	Total persons	% of the total population
0-4 years	7,200	6,800	14,000	7.5%
5-9 years	5,600	5,500	11,100	5.9%
10-14 years	5,000	4,800	9,800	5.2%
15-19 years	4,500	4,600	9,100	4.9%
0-19 years	22,300	21,750	44,000	23.5%

Table: Usual resident population by five-year age group, local authorities in the United Kingdom  
Source: Office for National Statistics 2011 Census

The population of Richmond borough is growing; by 2016 the population is expected to rise from 187,000 to 191,200 reaching 194,000 by 2021<sup>3</sup>. The population of residents under 19 is also projected to grow from 46,000<sup>4</sup> in 2013 to 48,700 in 2016 and 51,000 in 2021. Within this group the largest group are aged between 0-4 years old.

There is an anticipated surge in the 0-19 population between 2013 and 2014 from 46,000 to 47,400, followed by steady and further increases; both the 0-4 and 5-9 populations show the largest increases.

In recent years the numbers of new births has increased significantly in Richmond upon Thames from 2,394 in 2001 to 2,935 in 2011. This represents a 22.6% increase in live births over the eleven year period.

#### Age in relation to the CYPP

The CYPP aims to improve outcomes for children and young people of all ages and many of the themes, outcomes, commitments and measures of success are relevant to all. However the plan also identifies a number of age specific commitments, outcomes and measures of success. For example:

- Ensure young people post-16 are supported to access education, employment or training

In addition to this, the plan also contains a number of outcomes that relate specifically to age:

- Young people are provided with information, advice and guidance to finding learning pathways into post-16 education and training;
- Harder to reach young people receive targeted advice and support to succeed in education and training post-16
- Children enjoy high quality and personalised learning throughout the primary phase;

<sup>1</sup> Office for National Statistics 2011 Census: Usual resident population by five-year age group, local authorities in the United Kingdom

<sup>2</sup> Office for National Statistics 2011 Census: Usual resident population by five-year age group, local authorities in the United Kingdom

<sup>3</sup> GLA Population Projections 2012 Round, SHLAA, Borough SYA [Population Projections](#)

<sup>4</sup> [GLA 2011 Round SHLAA Population Projections, Standard Fertility \(January 2012\)](#)

	<ul style="list-style-type: none"> <li>• Children enjoy high quality and personalised learning throughout the secondary phase; and</li> <li>• Young people have access to suitable accommodation and housing support.</li> </ul> <p>Furthermore, to ensure these outcomes are delivered, the plan includes a number of measures of success that relate to specific age groups of children and young people:</p> <ul style="list-style-type: none"> <li>• Participation of 17 year olds in education or training;</li> <li>• 16 to 18 year olds who are not in education, employment or training;</li> <li>• 16 to 18 year olds whose current activity is not known;</li> <li>• Early Years Foundation Stage results;</li> <li>• Key Stage 2 results;</li> <li>• GCSE results;</li> <li>• English Baccalaureate results;</li> <li>• Number/ percentage of vulnerable two years olds benefiting from early education places;</li> <li>• Percentage of three and four year olds benefiting from early education places; and</li> <li>• 16/17 year olds in suitable accommodation.</li> </ul> <p>The plan also takes into account future population growth, e.g. primary expansion.</p>
Disability	<p><u>Background and context</u></p> <p>The 2011 Census shows that there are 21,447 people in Richmond upon Thames, aged between 16-64 who have a long term health problem or a disability which limits their daily activity. This represents 11.47% of the borough population which is lower than the England average of 17.64% and the Outer London average of 14.54%.</p> <p>With regard to children and young people with a disability, Richmond Council holds a disabilities register to ensure that the needs of children with disabilities are appropriately reflected in planning. To be considered for the register, families need to complete an application form. The form needs to include the details of a relevant doctor who can verify the child's medical needs. If it is agreed that a child is registerable, it is up to the family if they would like to be added to the register.</p> <p>As at 31 March 2012 there were a total of 318 children and young people on Richmond's disability register, this is an increase compared to March 2011 where there were 269 children on the register. Many children have more than one disability, including over half who have a recorded learning difficulty.</p> <p>There are also 2,605 children who are classed as having Special Educational Needs (SEN) on Richmond Borough's maintained schools roll. 753 are receiving School Action Plus support and 549 have statements of SEN. This represents approximately 11% of the general school roll population.</p> <p>Of those pupils with SEN, 72% of them are male and 28% are female. The main presenting needs for the males are Moderate Learning Difficulties, Autistic Spectrum Disorder, and Speech and Language and</p>

Communication Difficulties. The main presenting needs for the females are Moderate Learning Difficulties and Learning Difficulties. Overall, Emotional, Social and Behavioural Difficulties are more prevalent than physical difficulties.

#### Disability in relation to CYPP

The CYPP contains a number of commitments relating specifically to disability which seek to address the inequality in outcomes between children and young people with a disability and their peers. For example:

- Ensure children and young people enjoy good physical health and those with additional needs and disabilities get the support they need;
- Ensure children and young people, including those with special and additional educational needs, enjoy high quality learning to fulfil their potential; and
- Ensure children and young people participate in and enjoy a range of activities and make a positive contribution to their communities.

As a result, the plan also contains a number of outcomes relating specifically to disability. For example:

- Children and young people with additional health needs, disabilities and learning difficulties receive the support they need;
- Pupils with special educational and additional needs make good progress at school; and
- Children and young people with disabilities and learning difficulties enjoy a range of positive activities and facilities in specialist and mainstream settings.

To ensure these outcomes are delivered, the plan includes a number of measures of success that relate specifically to disability. For example:

- 16 to 25 year olds with learning difficulties and/ or disabilities in employment, education or training;
- Special educational needs (SEN) statements issued within 26 weeks;
- Ofsted inspections validating teaching learning as 'outstanding' in special schools;
- Young people with SEN who need it who are provided with high quality individual learning programmes;
- Pupils with special educational needs but without a statement achieving Level 4 or above in English and mathematics at Key Stage 2 ;
- Pupils with a statement of special educational needs achieving Level 4 or above in English and mathematics at Key Stage 2;
- Pupils with special educational needs but without a statement achieving 5 A\*-C grades at GCSE including English and mathematics;
- Pupils with a statement of special educational needs 5 A\*-C grades at GCSE including English and mathematics; and
- The number of children and young people receiving short break care.

A review of recent service EINAs shows that where services are supporting children and young people who have a disability, their needs are fully considered in the delivery of the service, additional support is given if required, and further analysis is undertaken to consider how best to meet

	<p>their likely future needs.</p> <p><u>Background and context</u></p> <p>The 2011 Census shows that there are 22,300 males (50.6%) and 21,750 females (49.4%) in the borough in the 0-19 age range.</p> <table border="1"> <thead> <tr> <th>5 year age bands</th> <th>Males</th> <th>Females</th> <th>Total persons</th> <th>% of the total population</th> </tr> </thead> <tbody> <tr> <td>0-4 years</td> <td>7,200</td> <td>6,800</td> <td>14,000</td> <td>7.5%</td> </tr> <tr> <td>5-9 years</td> <td>5,600</td> <td>5,500</td> <td>11,100</td> <td>5.9%</td> </tr> <tr> <td>10-14 years</td> <td>5,000</td> <td>4,800</td> <td>9,800</td> <td>5.2%</td> </tr> <tr> <td>15-19 years</td> <td>4,500</td> <td>4,600</td> <td>9,100</td> <td>4.9%</td> </tr> <tr> <td>0-19 years</td> <td>22,300</td> <td>21,750</td> <td>44,000</td> <td>23.5%</td> </tr> </tbody> </table> <p>Table: Usual resident population by five-year age group, local authorities in the United Kingdom Source: Office for National Statistics 2011 Census</p> <p>This accounts for 23.5% of the borough population.</p> <p><u>Gender in relation to the CYPP</u></p> <p>The CYPP aims to improve outcomes for children and young people of both genders and many of the themes, outcomes, commitments and measures of success are relevant to both males and females. However the plan also identifies an outcome that specifically relates to gender in terms of seeking to address an inequality in outcomes between boys and girls:</p> <ul style="list-style-type: none"> <li>• The gap in attainment between boys and girls is reduced.</li> </ul> <p>To ensure this outcome is delivered, the plan includes a number of measures of success that relate to gender:</p> <ul style="list-style-type: none"> <li>• The gap in attainment between boys and girls achieving Level 4 or above in English and maths at Key Stage 2; and</li> <li>• The gap in attainment between boys and girls achieving five or more A*-C grades at GCSE including English and maths.</li> </ul> <p>A review of recent EINAs also demonstrates that services are responsive to the different needs of males and females, and where necessary, take action that is gender specific to meet unmet need. For example children's centres in the borough have recently commissioned the Fatherhood Institute provide three courses for fathers, Hit the Ground Crawling, Raising Happy Children and Staying Connected for separated families.</p>	5 year age bands	Males	Females	Total persons	% of the total population	0-4 years	7,200	6,800	14,000	7.5%	5-9 years	5,600	5,500	11,100	5.9%	10-14 years	5,000	4,800	9,800	5.2%	15-19 years	4,500	4,600	9,100	4.9%	0-19 years	22,300	21,750	44,000	23.5%
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Gender (Sex)																															
Gender reassignment	<p><u>Background</u></p> <p>Data relating to transgender young people in the borough is not collected so there is not an accurate picture of the number of young people in the borough who could be affected by gender reassignment issues.</p> <p>However, national guidance has stated that in any school of 1,000 people there are likely to be six who will experience transgenderism throughout their lives. There are likely to be others who have a transgender parent or close relative. Among pre-pubertal pupils, there are likely to be 60 in 1,000 who will experience atypical sexual orientation that may be difficult to distinguish from atypical gender identity (Home Office, Transphobic Bullying, 2010:</p>																														

	<p><a href="http://www.gires.org.uk/assets/Schools/TransphobicBullying.pdf">http://www.gires.org.uk/assets/Schools/TransphobicBullying.pdf</a>).</p> <p>As such, it must be assumed therefore that there will be young people in Richmond upon Thames who do experience transgender issues.</p> <p><u>Gender reassignment in relation to the CYPP</u></p> <p>Gender reassignment is relevant to the CYPP with regard to bullying. National guidance has stated that despite the enactment of supportive legislation, transgender people continue to experience widespread discrimination in the education environment, in the workplace and in society generally (Home Office, Transphobic Bullying, 2010: <a href="http://www.gires.org.uk/assets/Schools/TransphobicBullying.pdf">http://www.gires.org.uk/assets/Schools/TransphobicBullying.pdf</a>). It must be assumed that there may be some young people in the borough who are transgender and who are affected by gender reassignment issues. The potential impact of transphobic bullying on these young people could be high. Locally, Richmond upon Thames has recognised this and makes reference to transphobic bullying in the Borough's Anti-Bullying Strategy 2008-12 (<a href="http://www.richmond.gov.uk/anti_bullying_section_abc_web.pdf">http://www.richmond.gov.uk/anti_bullying_section_abc_web.pdf</a>).</p> <p>Although data is not collected on gender reassignment and a review of recent service EINAs suggest gender reassignment has not been identified as an issue for any young people in the borough over the past few years, services remain accessible to all, and should issues arise, young people will receive a service that meets their needs whereby gender reassignment issues would be taken into account.</p>
<p>*Marriage and civil partnership (*only in relation to first part of the duty: eliminate discrimination and harassment)</p>	<p>Discrimination and harassment on the grounds of marriage and civil partnership is considered to be of low relevance to the CYPP.</p>
<p>Pregnancy and maternity</p>	<p><u>Background and context</u></p> <p>Richmond upon Thames has the lowest level of teenage pregnancies in the country. In 2011, the teenage conception rate per 1000 girls aged 15-17 in the borough was 19.8%, compared to an England average of 30.7% and a London average of 28.7%. The numbers of teenage conceptions has remained at a low level since 1998. The Borough had an average of 52 teenage conceptions between 2009 and 2011.</p> <p>It should also be noted that Richmond Borough also has a higher percentage of older when compared nationally. This is significant as research has shown that women in their mid-30s and above are more likely financially secure.</p> <p><u>Pregnancy and maternity in relation to the CYPP</u></p> <p>Reducing teenage conceptions has been identified as an outcome in the</p>



	<p>CYPP and under 18 conception rate will be monitored as a measure of success.</p> <p>Although numbers of teenage pregnancies are low, where necessary additional support from services is given. For example:</p> <ul style="list-style-type: none"> <li>• Looked after children who become parents receive a tailored service on a case by case service to ensure that relevant supports are in place and that any young person affected continues to receive support in his or her own right as a looked after child;</li> <li>• Links to Children’s Services referral and assessment teams, the Looked After Children (LAC) nurse and local parenting groups is maintained in order to support care leavers who are pregnant or parents; and</li> <li>• In order to support education and training for care leavers who are parents, a financial allowance to supplement existing government schemes is provided to cover the high cost of child care in the Borough.</li> </ul>
<p>Race/ ethnicity</p>	<p><u>Background</u></p> <p>Richmond upon Thames is a relatively diverse borough when compared with England as a whole, but is one of the least ethnically diverse boroughs in London. Overall, 14.1%<sup>5</sup> of the population are Black, Asian and Minority Ethnic groups, compared to 40.2% in London and 14.5% in England, with people of Asian or Asian ethnicity the biggest group at 7.3%. 14.4% of the White population are either White Irish or White other (mainly from the EU and EU ascension countries) adding to the diversity of the Borough, this is compared to 14.8% in London and just 5.6% in England.</p> <p>With regards to the race and ethnicity of children and young people in the borough, it is difficult to get an accurate picture because the usual measure, the School Census, includes children who live out of the borough and excludes pupils who attend independent schools, which accounts for approximately 30% of children and young people from Richmond upon Thames. This is an issue unique to the borough. The School Census is still a useful data source however. It tells us that in January 2012, 24% of pupils that attend state-maintained schools in the borough were from a BAME background (22.5% in primary schools and 25.6% in secondary schools). This is slightly higher than the borough population but this disparity can be explained by the high proportion of out of borough pupils who attend our schools who are non-White British (approximately 43.7%).</p> <p>Furthermore, language spoken can also be highlighted as a good indicator of race and ethnicity. At a borough level in Richmond upon Thames there are a significant number of different languages spoken in schools, however, at a school level this often equates to just one or two pupils.</p> <p><u>Race and ethnicity in relation to the CYPP</u></p> <p>The CYPP aims to improve outcomes for all children and young people regardless of race or ethnicity and many of the themes, outcomes, commitments and measures of success are relevant to all.</p>

<sup>5</sup> Office of National Statistics 2011 census: Ethnic group, local authorities in England and Wales

	<p>The plan is also committed, where required, to delivering services that meet the specific needs of children and young people from BAME backgrounds. For example, the plan identifies an outcome that specifically relates to race and ethnicity in terms of seeking to address an inequality in outcomes between children and young people from BAME backgrounds and their peers:</p> <ul style="list-style-type: none"> <li>• The gap in attainment between all pupils and under-performing minority ethnic groups is reduced.</li> </ul> <p>To ensure this outcome is delivered, the plan also includes a number of measures of success that relate specifically to race and ethnicity:</p> <ul style="list-style-type: none"> <li>• BME pupils achieving level four or above at Key Stage 2;</li> <li>• Achievement gap between BME pupils and their peers achieving the expected level at Key Stage 2;</li> <li>• BME pupils achieving five or more A*-C grades at GCSE (and equivalent) including GCSE English and maths; and</li> <li>• Achievement gap between BME pupils their peers achieving the expected level at GCSE.</li> </ul> <p>Individual services that will be delivered as part of the CYPP collect and analyse information relating to race and ethnicity on a regular basis and plan and deliver services that meet the different needs of children and young people from different ethnic backgrounds where necessary. For example:</p> <ul style="list-style-type: none"> <li>• The Family Support Team give targeted support to those groups that may require more assistance, translations are available for English as an Additional Language for assessment appointments, interpreters can be used where necessary to engage with parents who do not speak English, and multiagency stakeholder groups meet to provide more specific work for the travelling community; and</li> <li>• In order to facilitate a successful transition to life in the UK for those who arrive from outside the UK as unaccompanied minors seeking asylum, the Leaving Care Team commission a specialist accommodation/ support agency to receive new arrivals, extensive use of interpretation is employed during the year following arrival and English for Speakers of Other Languages (ESOL) support is accessed immediately after arrival;</li> </ul> <p>Specific information relating to the race and ethnicity of service users can be found in individual service EINAs which are completed as part of the three year cycle of EINAs for all services.</p>
<p>Religion and belief including non-belief</p>	<p><u>Background</u></p> <p>In Richmond upon Thames, the 2011 Census showed that 55.25% of people are Christian, 1.63% are Hindu, 3.28% are Muslim and 28.45% have no religion. All other religions were under 1%. Generally, data on the religion and belief of children and young people is not collected. Using the national data however, it can be assumed the majority of children and young people are in the borough are Christian, followed by those who have no belief. The two largest BAME groups would be Hindu and Muslim.</p> <p><u>Religion and belief in relation to the CYPP</u></p>

	<p>The CYPP aims to improve outcomes for all children and young people regardless of religion or belief. As such, services will be accessible to those from all different religions and beliefs. The plan is committed, where required, to deliver services that meet the specific needs of children and young people from different religions or beliefs- for example, with the development of the new Catholic primary and secondary schools.</p>
<p>Sexual orientation</p>	<p><u>Background</u></p> <p>There is limited data collection relating to the sexual orientation of children and young people. This is for a number of reasons, for example, it is not considered appropriate to ask children their sexuality and because many young people are unwilling to disclose their sexuality. This difficulty in collecting sexual orientation data is reflected at a national level and demonstrated by the lack of clarity with regard to the percentage of lesbian, gay, bisexual or transgender (LGBT) people in England.</p> <p>National figures suggest that 5-7% of the UK population may be LGBT but other estimates range from 0.3% to 10% (P. J Aspinall Estimating the size and composition of the lesbian, gay and bisexual population in Britain, 2009). Given the lack of data collection both nationally and locally, it is difficult to ascertain an accurate picture of the number of LGBT young people in the borough but it is assumed that there will be a small percentage.</p> <p><u>Sexual orientation in relation to the CYPP</u></p> <p>The CYPP aims to improve outcomes for all children and young people regardless of sexual orientation. All services that are delivered as part of the new plan will be accessible to all young people, regardless of sexuality. If required, sexual orientation will also be taken into account when planning and delivering provision. In addition, there is an acknowledgement that developing sexuality during adolescence needs to be addressed sensitively and therefore staff will offer confidential support and advice where necessary and signpost young people towards information about support groups. To enable staff to give this support, they will receive training to equip them with the skills that are required.</p> <p>Sexual orientation is specifically relevant to the CYPP with regards to bullying and this is reflected with the outcome, “children and young people do not suffer from bullying”. National statistics indicate that bullying about sexual orientation is a significant issue in England for young people. A report from ChildLine (ChildLine, Casenotes: A series of reports on issues facing young people today, 2006) found that:</p> <ul style="list-style-type: none"> <li>• An estimated 2,725 young people call ChildLine each year to talk about sexual orientation, homophobia, or homophobic bullying.</li> <li>• This set of issues appears to be of particular concern for boys. Males account for 55% of the calls about these issues, even though they account for only 25% of total calls to ChildLine.</li> <li>• The most common problem cited by this group of young people was homophobic bullying.</li> <li>• Some young lesbian, gay, bisexual and transgender (LGBT) people reported being triply isolated, with schools, friends and families all being unsupportive at best or overtly homophobic at worst.</li> </ul>

	<ul style="list-style-type: none"> <li>• Some young people who were homophobically bullied reported being in a catch-22 situation: by reporting the bullying to their school or parents, they would effectively out themselves. Many were not yet prepared to do this, often because of homophobic attitudes they had heard expressed by teachers and parents.</li> <li>• ChildLine counsellors report that young people calling about their sexual orientation are often extremely lonely and isolated, and feel that they have nowhere else to turn.</li> </ul> <p>Therefore, although it is assumed there will be small numbers of LGBT young people in the borough, the potential impact of homophobic bullying on these young people could be high. Locally, Richmond upon Thames has recognised this and makes reference to homophobic bullying in the Borough's Anti-Bullying Strategy 2008-12 (<a href="http://www.richmond.gov.uk/anti_bullying_section_abc_web.pdf">http://www.richmond.gov.uk/anti_bullying_section_abc_web.pdf</a>).</p> <p>In addition, to support those young people who may suffer from bullying- of any nature- the Council has commissioned organisations such as the Richmond Youth Partnership to deliver counselling services accessible to all children and young people.</p>
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**6. Have you identified any data gaps in relation to the relevant protected characteristics and relevant parts of the duty? If so, how will these data gaps be addressed?**

<b>Gaps in data</b>	<b>Action to deal with this</b>
Data relating to gender reassignment and sexual orientation is not routinely collected across children's services. This however is unlikely to change as it is not considered appropriate to ask children and young people.	N/A

**SUMMARY OF THE KEY FINDINGS**

**7. Set out the key findings from the equality impact needs analysis of the service/ function/ policy. Key questions to consider when completing this section:**

- *Are there findings of unlawful discrimination?*
- *Can you address any identified adverse impact?*
- *Can you mitigate any negative impact?*
- *Please provide rationale if you are unable to address any adverse impact.*
- *Have you identified any ways of advancing equality in this area? For example, meeting diverse needs?*
- *Is there a need for any actions to promote understanding between different protected groups?*

The Children and Young People's Partnership believes that all children and young people should be supported to achieve their full potential. Whilst there will always be differences in the outcomes of different children, by adapting the approach to service provision to meet needs of individuals and groups, (including equality groups), the Partnership seeks to reduce the gaps inequality in outcomes and close gaps where possible. This is reflected in the

chosen themes, commitments, outcomes and measures of success in the plan.

Furthermore the plan promotes equality of opportunity and community relations. The commitment of the Partnership to advance equality is demonstrated through minimising disadvantage, meeting the needs of people from the protected groups and encouraging participation in public life as required in the general duties. Some of the commitments in the plan are also about eliminating discrimination, harassment and fostering good relations between groups, such as tackling anti-social behaviour and risk taking behaviour, supporting anti-bullying programmes, supporting victims of domestic violence, and support for disabled children and young people.

It is acknowledged that there will always be differences in the outcomes of different children, but by adapting the approach to service provision to meet needs of individuals and groups, (including equality groups), the CYPP seeks to reduce the gaps inequality in outcomes and close gaps where possible. This is reflected in the chosen themes, commitments, outcomes and measures of success in the plan.

## **CONSULTATION ON THE KEY FINDINGS**

### **8. What consultation have you undertaken with stakeholders or critical friends about the key findings? What feedback did you receive as part of the consultation?**

As mentioned previously in section 4, as part of the development of the CYPP, we have undertaken a significant consultation exercise and gathered feedback from a vast range of stakeholders. This feedback has been crucial in shaping the new plan. The main findings are captured in a consultation findings report, published alongside the new CYPP.

The EINA itself has been reviewed by the Corporate Equality and Diversity Manager and the ECCS Equalities Working Group. It will also be shared with the External Stakeholders Scrutiny Group and the Inter Faith Forum- any comments received will be considered before the final version of the EINA is published on the Council's website.

## **ACTION PLANNING**

### **9. What issues have you identified that require actions? What are these actions, who will be responsible for them and when will they be completed?**

<b>Issue identified</b>	<b>Planned action</b>	<b>Lead officer</b>	<b>Completion Date</b>
Service level EINAs may be missing from the EINA schedule	The EINA schedule will be reviewed each year to ensure it reflects the actions contained within the CYPP annual delivery plan	Henry Kilpin	March 2013; March 2014; March 2015; and March 2016.
Ensuring that key activities identified in the CYPP business plan, which will sit under the CYPP, will be subject to an EINA where necessary	Lead officers identified for key activities will be responsible for completing an EINA	Henry Kilpin	Ongoing

## MONITORING AND REVIEW

**10. How will the actions in the action plan be monitored and reviewed? For example, any equality actions identified should be added to business, service or team plans and performance managed.**

As noted in section 2, the CYPP delivery plan will be monitored on a sixth monthly basis. Annually, a review of the progress against the commitments, outcomes and measures of success will be completed and the resulting CYPP Annual Review will be published on the Council's website.

## PUBLISHING THE COMPLETED ANALYSIS

**11. When completed, the equality impact and needs analysis should be approved by a member of DMT and published on the Council's website. Please provide details below:**

<b>Approved by</b>	ECCS EWG
<b>Date of approval</b>	23 April 2013
<b>Date of publication</b>	April/ May 2013

## DECISION-MAKING PROCESS

**12. Has a copy of this EINA or summary of key findings been provided to key decision-makers to help inform decision making, for example as an appendix to a Cabinet or Committee report?**

- **If so please provide the details including the name of the report, the audience i.e. Cabinet/ Committee, the date it went, and the report author.**
- **Please also outline the outcome from the report and details of any follow up action or monitoring of actions or decision taken:**

N/A