

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Chief Executive
Service Area	Policy & Performance
Service/policy/function being assessed	Children & Young People's Plan
Which borough (s) does the service/policy apply to	Richmond
Staff involved	Carol Clapperton

SUMMARY

Please summarise the key findings of the EINA.

This EINA is a result of a review of the current Children & Young People's Plan (2013-2017). On the basis of this review and public and partner consultation, the new Children & Young People's (CYP) Plan has been developed and will run from 2017-2021.

The Plan sets out what services and support will look like over the next four years, and organisations that provide services and support include the Council, children's services, health services, the police and the voluntary and community sector.

Some of the issues this EINA raises includes:

- An increase in Unaccompanied Asylum Seeking Children (UASC) looked after by Richmond, due to changes in statutory requirements and local processes
- In terms of disability by age and gender, the percentage of CYP whose day to day activities are limited by a disability or long term health condition is higher amongst males than females in all age groups bar 15-19 year olds
- Between 2001 and 2015 the total population of children & young people in the borough increased by 21%. Children aged 0-9 make up over 58% of the total CYP population. There are comparatively few CYP aged 10-19. The relative affluence of the borough maybe a disincentive for young people to remain as housing costs can put independent accommodation out of the reach of many young adults
- Educational attainment varies by ethnicity, with a lower rate in black students in Richmond at key stage 2, although students of all ethnicities perform better than London and England averages

A number of actions have been developed to meet the needs of children in the areas identified and these include:

- Extending the choice of post-16 Special Educational Needs Disabilities provision
- Developing respite care facilities, a new residential unit and two new free schools for children with SEND
- Creating an integrated health and social care service for children with disabilities and their families
- Developing and operate two residential children's homes that meet the requirements of children and young people with higher-level care needs.
- Fully implementing Better by Design to provide specialist foster care placements for children and young people with higher-level needs who are currently supported in residential care

- Delivering the Richmond Child Sexual Exploitation (CSE) Strategy
- Reducing violence against women & girls and further develop and deliver the joint FGM action plan
- Continuing to provide and develop early intervention, support and advice through the Domestic Abuse Outreach Worker at Children’s Centres.
- Ensuring Achieving for Children (AfC) employees are equipped & trained to deliver support to children and young people who are affected by identity issues. AfC are commissioned to provide children’s services for the borough of Richmond.

One negative impact of this policy is in relation to data on gender reassignment. This information is not routinely collected across children’s services, therefore we cannot assess affects, and this is unlikely to change as it is not considered appropriate to ask children and young people.

1. Background

Briefly describe the service/policy or function:

The Children & Young People’s Plan (CYPP) sets out the direction and goals for the Council and its strategic partners, covering all services for 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 sets out what services and support will look like over the next four years, and organisations that provide services and support include the Council, children’s services, health services, the police and the voluntary and community sector.

The values of the Plan are:

1. Keeping children and young people safe and supported at home and school
2. Helping children and young people to be healthy and make good choices about their health
3. Ensuring children and young people enjoy life, do well in school and get involved in activities
4. Providing early help to children, young people and their families
5. Making sure services are right for families and work well

This plan is a result of a review of the current Children & Young People’s Plan (2013-2017). On the basis of this review and public and partner consultation, the new Children & Young People’s Plan has been developed and will run from 2017-2021.

2. Analysis of need and impact

Data & other evidence available for this EINA:

- Census 2011
- GLA 2015 round SHLAA-based population projections
- JSNA Richmond story 2016
- Children & Young People’s Needs Assessment Richmond upon Thames August 2016
- Health & Wellbeing of Children Health Needs Assessment 2014
- DataRich
- AfC quarterly data
- Child Poverty Strategy 2014-17 (AfC)
- Strengthening Families programme reports

Protected group	Findings
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<p>Age</p>	<ul style="list-style-type: none"> • The 0-19 children and young people (CYP) population makes up nearly a quarter of the total population of Richmond. The biggest age group is young children aged 0-4 which make up 7.5% of the total population of the borough and 31% of the 0-19 population. • Between 2001 and 2015 the total population of children & young people in the borough increased by 21%. Children aged 0-9 make up over 58% of the total CYP population. There are comparatively few CYP aged 10-19. The relative affluence of the borough maybe a disincentive for young people to remain as housing costs can put independent accommodation out of the reach of many young adults. • GLA SHLAA data projects that the population of CYP will increase by 1.5% (719) to a 2030 figure of 48,477. These figures are projecting a slowdown in the growth of the population aged 0-9 and an increase in the population aged 10-19 as large numbers of 0-9 year olds born during 2008-14 move into their late childhood and teenage years.
<p>Disability</p>	<ul style="list-style-type: none"> • In general, Richmond has a lower proportion of pupils with Special Educational Needs (SEN) (12%) compared to pupils living outside of the borough (17%). The locality with the highest proportion of SEN pupils is Heathfield, Whitton and West Twickenham. • CYP have a much lower incidence of ill health or disability affecting their day-to-day activities with 0.9% of CYP aged 0-15 and 1.3% of CYP aged 16-24 having their day-to-day activities limited a lot compared to the total population figure of 4.5%. • Looking at disability by age and gender, the percentage of CYP whose day to day activities are limited by a disability or long term health condition is higher amongst males than females in all age groups bar 15-19 year olds. The rate progressively increases through the age bands from 0.8% for girls aged 0-4 and 1.1% for boys aged to 0-4 to 3.9% amongst girls aged 15-19 and 3.8 amongst boys aged 15-19. • In Richmond, the rate of CYP aged 0-15 who have a disability or long term health condition which limits their day to day activities a lot, is higher amongst Black children and those from other ethnic backgrounds. The lowest rate is amongst Asian children at just 0.7% followed by White children at (0.9%). • National estimates show that 2% of the population have a moderate or severe learning disability of some kind – if we apply this to our local CYP population we can estimate that around 950 people aged 0-19 have a learning disability in Richmond. • The Richmond Young People’s Survey (2014) highlights that, of the 2,801 children surveyed, 7% of 13-15 year olds (71 young people) and 11% (196 children) of 9-12 year olds cared for someone at home on a regular basis unable to care for themselves.

Gender (sex)	<ul style="list-style-type: none"> • There are 24,221 males aged 0-19 in Richmond and 23,537 females, or 50.7% of the CYP population are male and 49.3% female. • Across the CYP populations of Richmond, London and England the gender breakdown shows a male dominance that is not seen across the breakdown of the total population. There are more boys and young men than girls and young women • Models suggest that, each year in Richmond, around 10 girls are born to women who have undergone female genital mutilation (which puts them at risk of FGM themselves) • Of young people Not in Education, Employment or Training (NEET) 57% is male. As of May 2016, 3.2% of 16-18 year olds in Richmond were NEET. The majority are white British. • In terms of Child Sexual Exploitation, between April-December 2015 there were 28 cases investigated and classified, and 87% of alleged victims were female. CSE primarily affects girls and young women. 79% of young people referred to the Richmond Multi-agency sexual exploitation group (MASE) in 2014/15 were female. The majority are white British. This is a priority in the Community Safety Plan 2016-17 and further data will be identified to determine whether those at risk are known to AfC within specific vulnerable groups to enable better targeting of resources.
Gender reassignment	No data
Marriage and civil partnership	No data
Pregnancy and maternity	<ul style="list-style-type: none"> • The rate of teenage conceptions in Richmond rose slightly to 12.6 per 1,000 of the population in 2014 but equates to just 36 teenage conceptions in that year. This is one of the lowest rates nationally.
Race/ethnicity	<ul style="list-style-type: none"> • The CYP population of Richmond is notably more diverse than the total Richmond population and 21% of people aged 18-19 in the borough are of BME ethnic backgrounds which is the largest BME proportion of all age groups. But even in the age groups with the lowest proportion of BME residents (people aged 10-14 and 16-17) the figure at 18% is still significantly higher than the rate across the borough. • The White other CYP population is lower than the borough average, and is predominantly transient adult migrants from wealth Western nations. • 10% of CYP aged 0-4 are from “Mixed-multiple ethnic groups”, in line with national trends that shows that tis group has the youngest age profile of all the ethnic groups. • By locality the most diverse in Richmond is “Heathfield, Whitton & West Twickenham” where 23% of the total population are from BME ethnic groups, and the largest sub-group is Asian. • Educational attainment varies by ethnicity, with a lower rate in black students in Richmond at key stage 2, although students of

	<p>all ethnicities perform better than London and England averages.</p> <ul style="list-style-type: none"> • Key stage 2 (KS2) attainment by ethnic group – The highest performing group of school pupils by ethnicity at Key Stage 2 level in reading, writing and maths in Richmond, are Chinese at 100% and mixed pupils at 91% - this mirrors the London and England figures where Chinese pupils are highest. White pupils also perform well with 88% attainment. Black pupils have the lowest attainment rate at 76% in 2014, and this is lower than the London and England performance. Attainment of Asian pupils also decreased: from 89% in 2014 to 87% in 2015, although this is opposite to the national rising trend, attainment in Richmond is higher than the national average. • Key stage 4 (KS4) attainment by ethnic group – as with Key Stage 2 performance, the highest performance at KS 4 is pupils from white ethnicity with 65.9% achieving 5 or more GCSEs grades A-C. The lowest attainment rate is among pupils of black ethnicity with only 50.7% achieving this standard (an increase from 42.2% in 2014). Attainment amongst black students at KS4 is the lowest across all ethnic groups in all comparator areas. This variation is significant and tells us that black students are far less likely to achieve well compared to students of other ethnic groups but importantly, also do less well when compared to black students in other areas. • There has been an increase in Unaccompanied Asylum Seeking Children (UASC) looked after by Richmond, due to changes in statutory requirements and local processes. National data shows that the number of UASC entering the UK has risen by more than 50% in a single year, with increasing numbers having their claims for asylum refused. Increasing numbers of UASC has been attributed to the ongoing refugee crisis. Richmond looked after 20 in 2015, increasing from less than 5 in 2013. Up to two new UASC come onto looked after children and leaving care services each month. Unaccompanied asylum seeking children made up 21% of the 2015 cohort of Looked after Children (LAC). In 2015 more Richmond LAC were placed 20 miles or more outside of the borough boundary.
<p>Religion and belief, including non belief</p>	<ul style="list-style-type: none"> • The largest religion amongst CYP is ‘Christian’ with over 54% of 0-15 year olds declaring as Christian. The second biggest group is those declaring as having ‘No Religion’ at 27.7%, and there is a significant ‘Muslim’ minority at 9.9% of the 0-15 population which is higher than the borough rate of 8.5%. • There has been an increase in Unaccompanied Asylum Seeking Children (UASC) looked after by Richmond, due to changes in statutory requirements and local processes. National data shows that the number of UASC entering the UK has risen by more than 50% in a single year, with increasing numbers having their claims for asylum refused. Increasing numbers of UASC has been attributed to the ongoing refugee crisis. Richmond looked after 20 in 2015, increasing from less than 5 in 2013. Up to two new UASC come onto looked after children and leaving

	care services each month. Unaccompanied asylum seeking children made up 21% of the 2015 cohort of Looked after Children (LAC). In 2015 more Richmond LAC were placed 20 miles or more outside of the borough boundary.
Sexual orientation	No data
Across groups i.e older LGBT service users or bme young men	No data

Data gaps

Data gap(s)	How will this be addressed?
Data relating to gender reassignment and sexual orientation is not routinely collected across children's services.	This is unlikely to change as it is not considered appropriate to ask children and young people.

3. Impact

Protected group	Positive	Negative
Age	<p>Ensure harder to reach young people receive targeted advice & support to succeed in education and training post-16. Specific actions in the CYPP include:</p> <ul style="list-style-type: none"> • Extending the choice of post-16 Special Educational Needs Disabilities provision at Strathmore School and Clarendon School <p>Overall this Plan has a positive impact in that it sets out the direction and goals for the Council and its strategic partners, covering all services for 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. It sets out clearly what services and support will look like over the next four years, and also the organisations that provide services and support, which include the Council, children's services, health services, the police and the voluntary and community sector.</p> <p>The values of the Plan are key and these focus on children and young people specifically:</p> <ul style="list-style-type: none"> • Keeping children and young people safe and supported at home and school 	No negative impact

	<ul style="list-style-type: none"> • Helping children and young people to be healthy and make good choices about their health • Ensuring children and young people enjoy life, do well in school and get involved in activities • Providing early help to children, young people and their families • Making sure services are right for families and work well 	
Disability	<p>Reduce inequality in outcomes between children and young people with a disability and their peers.</p> <p>Specific actions in the CYPP include:</p> <ul style="list-style-type: none"> • Developing respite care facilities for 15 children with SEND at the Moor Lane site in Kingston • Creating an integrated health and social care service for children with disabilities and their families on a single site in Richmond • Working in partnership with the two special schools in Richmond to develop a Multi-Academy Trust and propose two new free schools for children and young people with SEND • Developing residential unit for 15 children with SEND at the Moor Lane site in Kingston <p>Parents of SEND children highlighted in the consultation how schools and other services should have greater understanding of, and be more responsive to children’s needs, and offer greater support.</p> <p>The consultation also raised a need for practical education for children, young people and families on wellbeing issues and the need for more pastoral and wellbeing support in schools. Families with children who have ADHD highlighted in a survey that there should also be better access to support & diagnosis process.</p> <p>Young people from Richmond’s Youth Council added hidden harm as an issue they felt should be included in the Plan as well as ensuring young people are able to access mental health support earlier.</p>	No negative impact
Gender (sex)	Supporting underachieving children and young people in education.	No negative impact

	<p>Specific actions in the CYPP include:</p> <ul style="list-style-type: none"> • Deliver the Richmond Child Sexual Exploitation (CSE) Strategy to safeguard children and young people at risk (strategy includes procedures & protocols dealing with FGM and forced marriage) • Deliver Community Safety Partnership Plan (2017/2018) to work across boroughs and further develop the joint FGM action plan • Continue to provide and develop early intervention, support and advice through the Domestic Abuse Outreach Worker at Children's Centres. • Deliver Community Safety Priorities on Child Sexual Exploitation 	
Gender reassignment	<p>Action to ensure AfC employees are equipped & trained to deliver support to children and young people who are affected by identity issues.</p> <p>Specific actions in the CYPP include:</p> <ul style="list-style-type: none"> • Ensuring AfC employees are equipped & trained to deliver support to children and young people who are affected by identity issues. Creating resource packs and advisors for key communities, and developing a clear practice framework with risk assessment tools 	Data relating to gender reassignment 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.
Marriage and civil partnership	N/A	N/A
Pregnancy and maternity	<p>Maintaining a low teenage conception rate compared to the London and England averages.</p> <p>There are no specific actions in the CYPP as the number of teenage conceptions and maternities in Richmond has remained low since 1998. Ensuring the health of children and young people has however been built into JSNA analysis and key messages are fed back in the annual JSNA summary, Children and Young People's Needs Assessment and the Richmond Story.</p>	No negative impact
Race/ethnicity	<p>Improving outcomes for all children and young people regardless of race or ethnicity and services will be accessible to all.</p> <p>Specific actions in the CYPP include:</p>	No negative impact

	<ul style="list-style-type: none"> • Develop and operate two residential children’s homes providing up to 10 places that meet the requirements of children and young people with higher-level care needs • Fully implement Better by Design to provide specialist foster care placements for children and young people with higher-level needs who are currently supported in residential care • Provide a sufficient supply of supported accommodation and ensure employees are appropriately trained to provide effective support to meet the differing needs of Unaccompanied Asylum Seeking Children (UASC) 	
Religion and belief, including non belief	<p>CYPP aims to improve outcomes for all children and young people regardless of religion and belief, and services will be accessible to all.</p> <p>Specific actions in the CYPP include:</p> <ul style="list-style-type: none"> • Develop and operate two residential children’s homes providing up to 10 places that meet the requirements of children and young people with higher-level care needs • Fully implement Better by Design to provide specialist foster care placements for children and young people with higher-level needs who are currently supported in residential care • Provide a sufficient supply of supported accommodation and ensure employees are appropriately trained to provide effective support to meet the differing needs of Unaccompanied Asylum Seeking Children (UASC) 	<p>No negative impact</p>
Sexual orientation	<p>Ensure AfC employees are equipped & trained to deliver support to children and young people who are affected by identity issues.</p> <p>Specific actions in the CYPP include:</p> <ul style="list-style-type: none"> • Ensure AfC employees are equipped & trained to deliver support to children and young people who are affected by identity issues. Create resource packs and advisors for key communities, and develop a clear practice framework with risk assessment tools 	<p>Data relating to 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.</p>

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4. Actions

Put in this table actions you have identified that will be included in your strategy/policy and supporting action plan or mitigating actions you have identified that need to be undertaken.

Include how the impact of actions will be measured for example if you resolve to make a service more accessible for older residents say what your current baseline is and what target you want to achieve.

These actions will be tracked by the Policy and Review Team.

Action	Lead Officer	Deadline
Extend the choice of post-16 Special Educational Needs Disabilities provision at Strathmore School and Clarendon School	Charis Penfold, Director of Education Services	Strathmore 09/2017 Clarendon 09/2018
Develop respite care facilities for 15 children with SEND at the Moor Lane site in Kingston	Simon James, Associate Director for SEND, AfC	March 2018
Create an integrated health and social care service for children with disabilities and their families on a single site in Richmond	Simon James, Associate Director for SEND, AfC	March 2018
Work in partnership with the two special schools in Richmond to develop a Multi-Academy Trust and propose two new free schools for children and young people with SEND	Charis Penfold, Director of Education Services	September 2018
Develop residential unit for 15 children with SEND at the Moor Lane site in Kingston	Simon James, Associate Director for SEND, AfC	March 2019
Develop and operate two residential children's homes providing up to 10 places that meet the requirements of children and young people with higher-level care needs.	Alison Twynam, Director of Social Care	September 2018
Fully implement Better by Design to provide specialist foster care placements for children and young people with higher-level needs who are currently supported in residential care	Alison Twynam, Director of Social Care	April 2017
Deliver the Richmond Child Sexual Exploitation (CSE) Strategy to safeguard children and young people at risk (strategy includes procedures & protocols dealing with FGM and forced marriage). Strategy aims to adopt a coordinated approach to CSE.	Kingston & Richmond LSCB & AfC	Strategy sets out ongoing London procedures & protocols. AfC will continue to deliver "Phoenix Project" which provides

		direct intervention for CYP at risk through managing up to 25 cases a year across AfC.
Reduce violence against women & girls Deliver Community Safety Partnership Plan (2017/2018) to work across boroughs and further develop the joint FGM action plan	Michael Allen, VAWG Co-Ordinator Community Safety Partnership Team	Review progress of joint action plan by May 2017. Implement best practice work by July 2017
Continue to provide and develop early intervention, support and advice through the Domestic Abuse Outreach Worker at Children's Centres.	Michael Allen, VAWG Co-Ordinator Community Safety Partnership Team	Quarterly contract management meetings with AfC and Community Safety will monitor performance
Deliver Community Safety Priorities on Child Sexual Exploitation	Michael Allen, VAWG Co-Ordinator Community Safety Partnership Team	Community Safety Partnership Plan 2017-2018
Ensure AfC employees are equipped & trained to deliver support to children and young people who are affected by identity issues. Create resource packs and advisors for key communities, and develop a clear practice framework with risk assessment tools	Gill Gooch, Head of Workforce Development, AfC	2017-2019

5. Consultation. (optional section - as appropriate)

- An online survey on the priority areas of the draft CYPP went live in late October until the end of November and could be accessed via the LBR Richmond consultation page. Paper copies also available in libraries, the civic centre and upon request. AfC distributed survey to schools, Youth Council, and youth centres in the borough. The public was asked what they would add to the themes and 59 people took part. This feedback was incorporated to finalise the final priority areas which were used in the Plan.
- The on-line survey was publicised across voluntary sector organisations, including Healthwatch, and local housing providers including RHP, RCHT etc to enable as many partners to participate as possible. Some of the partners also took part as members of the Children's Strategic Partnership as leads in their area e.g. RCVS Children & Young People's Strategic Lead.
- Results of 56 Richmond residents participating on Talk Richmond on-line dialogue on the CYPP priority areas. Talk Richmond is Richmond Council's private on-line co-creation community, and has 100+ actively participating in various issues which matter to them and the discussion was feedback into the final areas.

- A focus group on the survey strategy themes was conducted with SEND Family Voices, a user group of parents with SEN children in Richmond. The results of the group was fed-back to the CYP strategy group in December 2016.
- A survey involving parents with children who have ADHD was carried out in December 2016 and found parents and young people felt more support for ADHD families is needed, as well as efforts to reduce their social isolation, improve safeguarding measures, increase awareness by the police of ADHD behaviour and improve access and knowledge of services and diagnosis process
- AfC facilitated a session with the youth council on the CYP themes. The Youth Council amended a number of them to be more relevant and they also added hidden harm as something they felt to be important. The activities that they felt particularly strongly about are: access to mental health support earlier, supporting young people who self-harm and all young people live in stable accommodation
- At the Children's Strategic Partnership stakeholder meeting held in January 2017, members reviewed the consultation carried out with the public, young people and key groups across the borough and feedback how their service area could shape the commitments. Members came from a number of areas such as the police, SEND, Richmond CCG, safeguarding, leisure, culture and environment services.
- The CYP Plan values were taken to a number of partnership meetings including the Voluntary Sector Forum and the Richmond Partnership for consultation & comments. These were incorporated into the final draft.
- The Plan went as an item to the Health & Wellbeing Board (HWB) in late 2016 and the draft strategy to a HWB seminar in May 2017 for feedback and comments.

In addition to comments on the values of the Plan, some additional themes which arose from the 1st stage consultation were:

- Keeping children and young people safe from abuse, neglect, harm and exploitation
- Supporting children and young people with mental health difficulties and/or needs and supporting young people who self-harm
- Ensuring children have access to good quality schools locally
- Ensuring children and young people are not homeless and have access to good quality accommodation
- Educating parents where to access support, whether it's from Council services, charities or community support groups
- On-going preventative support is key so parents know how to manage their family circumstances
- Ensuring services are tailored and targeted to assist families when they need help

As part of the second stage of the consultation, the draft CYP Plan went to the public and partners on the Council's on-line consultation pages in **April 2017 (confirm date)**. Paper copies in libraries, the civic centre and upon request. **Over **** took part and gave feedback.

Set out themes from 2nd stage consultation.