



# North West Leicestershire District Council

## Childrens Services Equality Impact Assessment

# EQUALITY IMPACT ASSESSMENT

Name of the policy or service being assessed: **Children's Services**

Service Area: Leisure and Culture

Date Impact Assessment completed: November 2007

Is this a policy or service? **Policy**  **Service**  **Procedure**

Is this a new or existing policy or function? **New**  **Existing**

**Names and roles of the people carrying out the Impact Assessment:**

1. Amy Brooke - Children's Services Co-ordinator
2. Goff Lewis – Cultural Services Manager
3. John Richardson – Head of Leisure and Culture

**Head of Service John Richardson**

**Signature**



**Date: November 2007**

# PART 1

## AIMS AND IMPLEMENTATION OF THE POLICY

### Identifying the aims of the policy

What is the policy? What is the aim, objective, or purpose of the policy?

- Be healthy
- Be safe
- Enjoy and Achieve
- Make a positive contribution
- Economic Well being

Every Child Matters (2003) – 5 outcomes

### Rationale behind the policy and its delivery

- To give children and young people in NWL the best opportunity to achieve their full potential

### Who is affected by the policy? Who is intended to benefit from it and how?

Who are the main stakeholders in relation to this policy?

- Local Community
- Children, young people and their families
- Councillors
- Council Staff

What outcomes would other stakeholders want from this policy?

That all children and young people have the opportunity to:

- Be healthy

- Be safe
- Enjoy and Achieve
- Make a positive contribution
- Economic Well being

Are there any groups, who might be expected to benefit from the intended outcomes but which do not?

- Non-users
- Hard to reach children and young people
- Vulnerable/at risk young people

**Policy Priorities:**

(How does the policy fit in with the council's wider aims? Include Corporate and Local Strategic Partnership Priorities):

- Strong and inclusive communities
- A healthy fulfilled population
- Children and Young people are a Council priority

LSP priorities:

- Reduce obesity in children under 11 yrs
- Improve access to treatment programmes for under 18's
- To support families, parenting skills and the needs of 0-5 yrs
- Increase the number of children & young people participating in safe, creative play, leisure & cultural services
- Increase the contribution of children & young people in consultation and active involvement
- Reduce the number of young people leaving full time education at 16 who are not in education, employment or training (NEET)

The Children's Services function at North West Leicestershire District Council makes a contribution to these.

How does the policy relate to other policies and practices within the council?

- Children and Young People's CAT
- Children and Young Peoples Engagement Plan
- Safeguarding Policy

What factors/forces could contribute/detract from the outcomes?

- Resource availability – to operate the service
- Accessibility – for all children and young people

**How the policy is implemented**

Is the service/policy provided solely by one service or in conjunction with another service or through a Partnership?

- Service is delivered with a range of internal/external partners including;
- CYP CAT, Youth Service, Local Sports Alliance, CYP Forum, Health Forum

If external partners are involved - what are the measures in place to ensure that they comply with the Council's Equal Opportunities policy?

- Where necessary agreements are in place inc Terms of Reference i.e. Local Sports Alliance
- Children and Vulnerable Adults Protection Policy adopted by Council
- One – off Grant conditions

**Users and beneficiaries are:**

(Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to reflect the Community).

Representativeness by:

- Children and Young people
- Travellers children and young people
- Children with disabilities
- Looked after children and young people
- Socially excluded children and young people
- At risk/vulnerable children and young people
- Rurally isolated children and young people
- Resource constraints

**Action needed:**

*(Include short-term measures to be taken to provide a baseline where no or little information is available)*

- *5-13yr olds*

Develop formal agreement with partners to collect and monitor this information

- *Non-users*

Non-user surveys

Visits to: Shopping precincts  
Libraries  
School Councils  
Youth Councils/Forums  
Communicate via the jitty

Work in partnership with other sections when they undertake surveys

- *Traveller Children*

Obtain information from services who currently engage i.e. Youth Service, Traveller Liason etc

- *Children with disabilities*

Obtain information from services who currently engage i.e. Youth Service, County Council etc  
Generate analysis from what information is currently collected and identify gaps in provision

- *Looked after children and young people*

Generate analysis from what information is currently collected and identify gaps in provision

- *Socially excluded children and young people*

Generate analysis from what information is currently collected and identify gaps in provision

- *Rurally isolated children and young people*

Get up to date information through Parish Plan information etc

**PART 2****ASSESSMENT OF IMPACT**

	<b>From the evidence available Identify how the groups are reflected in the take up of the service</b>	<b>From the evidence does the policy have an actual or potential negative impact</b>	<b>If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity</b>
<b>Race</b>	Very low take up of all race target groups (inc Gypsy and traveller children)	Adverse impact due to potential language barriers	No
<b>Gender</b>	Gender statistics generated from across the service Fair split among gender groups	No	N/A
<b>Disability</b>	Stats not collected but generally there is a low take up of services from children and young people with a disability within certain elements of the service. More work to identify areas of low take up needs to take place	Has the potential to affect disabled users but it is not unlawful	No
<b>Age</b>	N/a – service is age specific 0-19yrs	N/A	No
<b>Religion/Belief</b>	A universal service open to all children and young people regardless of religious/belief groups. Provision (as far as possible) is made to ensure that children	N/A	N/A

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	and young people from different religious groups./beliefs are able to take part in the services provided ie provision of appropriate changing facilities, prayer room, as required in accordance to their belief		
<b>Sexual Orientation</b>	Not appropriate to collect this information for children and young people	No	N/A
<b>Other groups</b>		Non-users	No

## PART 3: PROCESS OF POLICY OR SERVICE DELIVERY AND MONITORING

### Operation Times

When is the service provided - are there seasonal issues; are there barriers to the service based on the time and delivery of the service which may affect the target groups?

- Service is provided at most appropriate times for users i.e. after school, evenings and weekends to ensure as much inclusivity as possible

### Methods of communication to the public (external) and internally

What methods do you use to communicate this service? Include review and assessment of methods, media, translations, interpretation etc, bearing in mind the extent to which these media forms are accessible to all sections of the community

#### Externally:

- Press releases - Articles written by children and young people and therefore appropriate for service users
- Editorial - Unsure as to whether publication available in different formats
- Adverts - Unsure as to whether publication available in different formats
- Vision newspaper – Articles written by children and young people and therefore appropriate for service users
- Website – Text size adjustable and screen reader can be used  
Unsure of website ability to convert into different languages
- Articles written by children and young people and therefore appropriate for service users#
- Youth Website the jitty is used which is specifically for this target group
- Newsletters – Available in different formats using Council services
- Leaflets – Available in different formats using Council services

#### Internally:

- Communication Bulletin - Available in different formats using Council services
- Inner Vision- Available in different formats using Council services
- Intranet– Text size adjustable and screen reader can be used
- Unsure of website ability to convert into different languages

- Leisure and Culture Newsletter- Available in different formats using Council services

### **Future Monitoring and Consultation**

#### **How and when will the policy be monitored?**

Identify areas for future consultation and any barriers to participation in consultation with proposals to overcome these.

- Monitoring to take place annually through Smart plan and improvement plans
- Consultation planner to be reviewed annually
- Monitoring by Children and Young People to be considered ie Youth Council

#### **How will the results of the EIA feed into the Service and Financial planning process?**

- Through a single Leisure and Culture EIA Improvement Plan and monitored as part of the Leisure and Culture 08/09 Smart Plan

## **PART 4**

### **MEASURES TO REDUCE DISPROPORTIONATE OR ADVERSE IMPACT – POSITIVE IMPACT**

**Specify measures that can be taken to remove or minimise the disproportionate impact or adverse effect identified at the end of Part 3. If none were identified in Part 3, identify how disproportionate impact or adverse effect could be avoided in the future.** (Consider measures to reduce any adverse impact and better achieve the promotion of equality of opportunity).

#### **RACE:**

- To review how to target market this group – including travelling children and gypsies

#### **GENDER:**

- To monitor information annually to ensure proportional representativeness

#### **DISABILITY:**

- To review how to market the service with this target group
- Identify key contacts to engage with this group
- Set up focus group and develop key lines of communication with this target group

#### **AGE:**

- To collate information and ensure proportional representativeness

#### **RELIGION/BELIEF:**

- n/a

#### **SEXUAL ORIENTATION:**

- n/a

## PART 5 – ACTION PLAN

Recommendation	Key activity	Responsible Officer	Milestones	Progress	Date of completion
Develop focus group for disabled children and young people for regular communication on service	Make contact with groups Develop mechanism for communication	Children's Services Co-ordinator / Centre Managers	Contacts made Meetings attended		By Sept 2008
Consider the involvement of non users into service	Identify ways to communicate Develop questionnaires to find out why they don't engage	Children's Services Co-ordinator / Business Development Manager	Questionnaire formulated Meetings attended		By March 2009
Review impact of service on specific target groups, ie, race groups, travellers	Identify which groups exist in the area	Children's Services Co-ordinator / Neighbourhoods Programme Manager	Contact made		By Sept 2008
Collate annual data on all users of the service as baseline	Develop system to collect data	Children's Services Co-ordinator	Annual data collected		By March 2009