

# EQUALITY IMPACT ASSESSMENT

Cheshire East Children and Young People's Plan

## VERSION CONTROL

Date	Version	Author	Description of Changes
18/03/22	1.1		Initial EIA
<b>01/05/22</b>	<b>1.2</b>		<b>Data updates</b>

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**CHESHIRE EAST COUNCIL - EQUALITY IMPACT ASSESSMENT**

**Stage 1 Description:** Fact finding (about your policy / service /

<b>Department</b>	Children's Services		<b>Lead officer responsible for assessment</b>		Gill Betton Head of Service, Children's Development and Partnerships.	
<b>Service</b>	Children and Young People		<b>Other members of team undertaking assessment</b>		Laura Hindhaugh  Business Development Manager, Children's Development and Partnerships.	
<b>Date</b>			<b>Version</b>		1.2	
<b>Type of document (mark as appropriate)</b>	<b>Strategy</b>	<b>Plan</b> ✓	<b>Function</b>	<b>Policy</b>	<b>Procedure</b>	<b>Service</b>
<b>Is this a new/ existing/ revision of an existing document (please mark as appropriate)</b>	<b>New</b> ✓		<b>Existing</b>		<b>Revision</b>	
<b>Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation)</b>  <b>Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service</b>	<p><u>Cheshire East Children and Young People's Plan</u></p> <p>The purpose of the Children and Young People's Plan is to support the aim that every child and young person in Cheshire East will have the best start in life, be safe, happy, healthy and to reach their potential. The outcome areas set out in the plan that we want to achieve for all of our children and young people are:</p> <p>Outcome 1 – Children and young people we care for are happy and given every opportunity to achieve their full potential.          Outcome 2 – Children and young people are and feel safe.          Outcome 3 – Children and young people are happy and experience good mental health and wellbeing.          Outcome 4 – Children and young people are healthy and make positive choices          Outcome 5 – Children and young people leave school with the best skills and qualifications they can</p>					

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	<p>achieve and the life skills they need to thrive into adulthood.          Outcome 6 – Children, young people and young adults with additional needs have better life chances.          Outcome 7 – Children and young people have access to early help and prevention when they need it.</p> <p>This plan has been developed TOGETHER with children and young people.</p> <p>The Children and Young People’s Plan meets the strategic aims and objectives in the Council's Corporate Plan 2021-25 as it contributes to ‘A council which empowers and cares about people’ and the priority ‘support all children to have the best start in life’</p> <div style="text-align: center;">               09.05.22 CYPP              Draft.docx         </div>	
<p><b>Who are the main stakeholders and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific audiences, residents)</b></p>	<ul style="list-style-type: none"> <li>▪ Children and young people</li> <li>▪ Councillors</li> <li>▪ Children and Young People’s Trust</li> </ul>	<ul style="list-style-type: none"> <li>▪ Operational Staff</li> <li>▪ Partners such as Health, Housing, Education.</li> </ul>
<p><b>What consultation method(s) did you use?</b></p>	<p>Our Children and Young People’s Plan has been developed with children and young people. We have carried out a variety of group and one to one sessions to gain their views and an understanding of what matters most to them. We have also sought views from our Children’s Trust attendees.</p> <p>Children and young people told us that they feel early help is really important so we have added an additional outcome to the plan to reflect this. Children and young people also suggested that they write the foreword of the plan to give them improved ownership.</p> <p>We have discussed during workstream groups such as Investing in Children’s and Young People’s Partnership where partners and Cheshire East staff were able to share their views on the priority areas and actions needed in the plan. The relevance of the current outcomes were discussed and the possibility of merging outcome 3 (children and young people are happy and experience good mental health and wellbeing) and 4 (children and young people are healthy and make positive choices) was considered, however all felt that these subjects need to be focussed on separately as they cover a wide range of services and priorities.</p>	

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**Stage 2 Initial Screening**

<p><b>Who is affected and what evidence have you considered to arrive at this analysis? (This may or may not include the stakeholders listed above)</b></p>	<p>With an estimated population of 386,700, Cheshire East is the 3rd biggest unitary council in the North West and the 17th largest in the country. Approximately 40% of the population lives in rural areas and the remainder in the two major towns of Crewe and Macclesfield and smaller towns of Wilmslow, Congleton, Sandbach, Poynton, Nantwich, Middlewich, Knutsford and Alsager. We have approximately 104,700 children and young people (children and young people) aged 0-25 years old; approximately 27.3% of the total population. Residents of Cheshire East are predominantly white (96.7%). The black and minority ethnic population (3.2%) is lower than in the North West (10%) and England (14%). A proportion of our residents (2%) are from European countries, with 3,868 of these being from Poland (1%). Cheshire East has a travelling community. 7.3% of Primary, 5.5% Secondary, and 5.1% Special School pupils' first language spoken at home was not English.</p> <p>This plan aims to improve outcomes for all children and young people living in Cheshire East whilst also focusing on improving life chances for vulnerable children by reducing health inequalities, supporting cared for children and care leavers, children and young people with additional needs, children in need of help and protection and those that need early help and preventative services.</p> <p>Most children in Cheshire East have a level of wellbeing that is equal and often higher than the national average. However, there are 18 small areas (LSOAs) in the most deprived 20% nationally (an increase from 16 areas in 2010). These areas are in Crewe, (13) Macclesfield (2), Wilmslow (1), Alsager (1) and Congleton (1).</p> <p>There are currently 523 cared for children and young people and 364 care leavers.</p> <p>Currently 3572 children in Cheshire East are supported by an Education, Health and Care Plan (EHCP)</p>
<p><b>Who is intended to benefit and how?</b></p>	<p>The Children and Young People's Plan aims to benefit all children and young people in Cheshire East, with a focus on the support available to vulnerable children such as cared for children and care leavers and children and young people with additional needs.</p>
<p><b>Could there be a different impact or outcome for some groups?</b></p>	<p>The purpose of the Children and Young People's plan is to support the aim that every child and young person in Cheshire East will have the best start in life, be safe, happy, healthy and to reach their potential. It is not expected to result in any adverse impact on any other part of the community. The plan and the difference it is making to children and young people will be monitored on an annual basis and the priorities will change if these are not having the required impact.</p>

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<b>Does it include making decisions based on individual characteristics, needs or circumstances?</b>		The plan is generally aimed at all children, but does specifically target more vulnerable children, including those who experience health inequalities, support cared for children and care leavers, children and young people with additional needs, children in need of help and protection and those that need early help and preventative services.						
<b>Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)</b>		No - The plan aims to improve outcomes for all children in Cheshire East, it will not result in any adverse impact on any other part of the community.						
<b>Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?</b>		All children and young people have a right to be treated equally and have their disability, gender, ethnic, cultural, religious, and linguistic needs met. The Children and Young People’s Plan promotes outcomes for all children in Cheshire East, with a focus on vulnerable groups of children such as cared for children and care leavers and children and young people with additional needs to ensure that they are supported to achieve the same outcomes as their peers						
<b>Is there an actual or potential negative impact on these specific characteristics? (Please highlight)</b>								
<b>Age</b>	Y	N	<b>Marriage &amp; civil partnership</b>	Y	N	<b>Religion &amp; belief</b>	Y	N
<b>Disability</b>	Y	N	<b>Pregnancy &amp; maternity</b>	Y	N	<b>Sex</b>	Y	N
<b>Gender reassignment</b>	Y	N	<b>Race</b>	Y	N	<b>Sexual orientation</b>	Y	N
<b>What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts</b>							<b>Level of risk (High, Medium or Low)</b>	
<b>Age</b>	The Children and Young People’s Plan seeks to improve the life of all children and young people in Cheshire East up to the age of 25.							
<b>Disability</b>	The Children and Young People’s plan seeks to support children who have SEND to							

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	<p>ensure that they are supported to achieve the same outcomes as their peers. The plan focuses on the priorities of our SEND 2021-24 strategy:</p> <ul style="list-style-type: none"> <li>• Improve communication and coproduction with families who have children with SEND.</li> <li>• Ensure children and young people with SEND have access to the provision and support they need.</li> <li>• Improve the timeliness and quality of the annual reviews of EHC plans.</li> <li>• Ensure we have an effective and supported workforce.</li> <li>• Recovery from the COVID-19 pandemic.</li> </ul>		
<b>Gender reassignment</b>	The Children and Young People’s Plan supports all children and young people in Cheshire East, regardless of their gender identity.		
<b>Marriage &amp; civil partnership</b>	No adverse impact has been identified.		
<b>Pregnancy &amp; maternity</b>	The Children and Young People’s Plan seeks to Improve maternal mental health in pregnancy and during parenthood to ensure all children have the best start in life.		
<b>Race</b>	The Children and Young People’s Plan seeks to positively impact all children and young people in Cheshire East, regardless of their race.		
<b>Religion &amp; belief</b>	The Children and Young People’s Plan seeks to positively impact all children and young people in Cheshire East, regardless of their religion and beliefs.		
<b>Sex</b>	The Children and Young People’s Plan seeks to positively impact all children and young people in Cheshire East, regardless of their sex.		
<b>Sexual orientation</b>	The Children and Young People’s Plan seeks to positively impact children and young people in Cheshire East, regardless of their sexual orientation. One of the priorities of the plan for 2022-23 is to support the promotion of inclusivity of LGBTQIA (lesbian, gay, bisexual, transgender, queer or questioning, intersex and asexual or allies) young people in school/education to help support better health outcomes within this community from increased confidence, sense of self and belonging.		

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<b>Proceed to full impact assessment? (Please tick)</b>	<b>Yes</b>	<b>No</b> ✓	<b>Date:</b> 14 April 2022
<b>Lead officer sign off</b>	Laura Hindhaugh	<b>Date:</b> 10 May 2022	
<b>Head of Service sign off</b>	Gill Betton	<b>Date:</b> 10 May 2022	

**If yes, please proceed to Stage 3. If no, please publish the initial screening as part of the suite of documents relating to this issue**

**Please publish this completed EIA form on the relevant section of the Cheshire East website**

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