

**1. Proposal details**

Proposal Title <b>Children and Young People’s Services Plan 2023</b>	Lead Officer <b>Gillian Carroll, Lead O for Children’s Services Planning and Performance</b>
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**2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal?**

Community, Groups of People or Themes	Negative Impacts	Positive impacts
The whole community of South Ayrshire		X
People from different racial groups, ethnic or national origin.		X
Women and/or men (boys and girls)		X
People with disabilities		X
People from particular age groups for example Older people, children and young people		X
Lesbian, gay, bisexual and heterosexual people		X
People who are proposing to undergo, are undergoing or have undergone a process to change sex		X
Pregnant women and new mothers		X
People who are married or in a civil partnership		N/A
People who share a particular religion or belie		X
Thematic Groups: Health, Human Rights, Rurality and Deprivation.		X

**3. Do you have evidence or reason to believe that the proposal will support the Council to:**

General Duty and other Equality Themes	Level of Negative and/or Positive Impact (high, medium or low)
Eliminate discrimination and harassment faced by particular communities or groups	Medium
Promote equality of opportunity between particular communities or groups	High
Foster good relations between particular communities or groups	Medium
Promote positive attitudes towards different communities or groups	High
Increase participation of particular communities or groups in public life	High
Improve the health and wellbeing of particular communities or groups	High
Promote the human rights of particular communities or groups	High
Tackle deprivation faced by particular communities or groups	High

**4. Summary Assessment**

<b>Is a full Equality Impact Assessment required?</b> (A full EIA must be carried out on all high and medium impact proposals)	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
<b>Rationale for decision:</b> An Equalities Impact Assessment has been carried out on the proposals contained in this report.	
Signed: Gillian Carroll, Lead Officer for Children’s Services Planning and Performance	
Date: 5 <sup>th</sup> September 2023	Copy to <a href="mailto:equalities@south-ayrshire.gov.uk">equalities@south-ayrshire.gov.uk</a>

**South Ayrshire Council  
Equality Impact Assessment including Fairer Scotland Duty**

**Section One: Policy Details\***

Name of Policy	Children and Young People's Services Plan 2023-2026
Lead Officer (Name/Position)	Gillian Carroll, Lead Officer Children's Services Planning and Performance, Education Services
Support Team (Names/Positions) including Critical Friend	Lyndsay McRoberts, Director of Education, Education Services Mark Inglis, Head of Children's Health, Care and Justice, Health and Social Care Partnership

\*The term Policy is used throughout the assessment to embrace the full range of policies, procedures, strategies, projects, applications for funding or financial decisions.

What are the main <b>aims</b> of the policy?	<p>The main aims of Children's Services Planning is to integrate our approach to service planning with partners. This is a requirement under the Children and Young People (Scotland) Act 2014.</p> <p>Ongoing work is facilitated through the oversight of the Children's Services Planning Partnership which focuses on our shared priorities in delivering meaningful and sustainable improvements to the lives of all our children, young people and families to ensure that everyone can reach their full potential.</p> <p>This is a refreshed and refocused three-year plan for 2023-2026 concentrating our focus in investing further in what is working in South Ayrshire, as well as tackling persistent issues that partners know exist for our children, young people and their families.</p> <p>The plan continues to work towards moving resources "upstream" for whole families as well as closing the gap between our most deprived and least deprived families and communities, targeting resources to support our most vulnerable children and young people.</p>
What are the intended <b>outcomes</b> of the policy?	<ol style="list-style-type: none"> <li><b>The Promise</b> - South Ayrshire's children and young people with care experience will have a good loving childhood, where their needs are met and outcomes are improved.</li> <li><b>Families</b> - Support is easily accessible through integrated, multi-agency teams who</li> </ol>

	<p>are based in local communities and know it well. Early help for whole families to overcome difficulties and stay together, where children feel loved and are safe.</p> <p>3. <b>Included</b> - Children, young people and families who have diagnosed or undiagnosed additional support needs feel supported and reach their full potential.</p> <p>4. <b>Voice</b> - Children and young people feel involved and listened to in decision-making around their wellbeing through continuous engagement. Compassionate, responsive decision-making for children is embedded into all our priorities.</p> <p>5. <b>Healthy</b> - Reducing harm, promoting health and safety for our children, young people and families.</p> <p>6. <b>People</b> - A training offer to staff in South Ayrshire, allowing them to come together to learn, collaborate and build relationships for the best outcome of the child.</p>
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## Section Two: What are the Likely Impacts of the Policy?

<p>Will the policy impact upon the whole population of South Ayrshire and/or particular groups within the population? (please specify)</p>	<p>The Children and Young People's Services Plan 2023-2026 will impact upon all children in South Ayrshire. However, the Plan will seek to address the needs of particular groups including:</p> <ul style="list-style-type: none"> <li>• Children and young people with current or previous experience of care</li> <li>• Children and young people with additional support needs</li> <li>• Children and young people where a neurodiversity concern is present</li> <li>• Young carers</li> <li>• Children and young people in the most deprived areas in South Ayrshire</li> </ul>
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**Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy have for the group or community?**

**List any likely positive and/or negative impacts.**

Protected Characteristics	Positive and/or Negative Impacts
<p><b>Age:</b> Issues relating to different age groups e.g. older people or children and young people</p>	<p>The Children and Young People’s Services Plan 2023-2026 is inclusive to all children, young people and their families. The 6 priorities and actions plans arising from them will seek to meet the needs of individuals across a range of universal, early intervention and prevention services as well as specialist services regardless of age.</p>
<p><b>Disability:</b> Issues relating to disabled people</p>	<p><b>Families priority</b> - has actions relating to ‘building capacity to support emotional health and wellbeing’.</p> <p><b>Included priority</b> - targeting support to maximise potential of children and young people with a neurodiversity concern, or additional / complex needs.</p> <p><b>Voice priority</b> - includes Disabled Children.</p>
<p><b>Gender Reassignment – Trans/Transgender:</b> Issues relating to people who have proposed, started or completed a process to change his or her sex</p>	<p>The Children and Young People’s Services Plan 2023-2026 is inclusive to all children, young people and their families irrespective of gender.</p> <p><b>Voice Priority</b> - includes LGBTQIA young people.</p>
<p><b>Marriage and Civil Partnership:</b> Issues relating to people who are married or are in a civil partnership</p>	<p>The Plan is unlikely to have a disproportionate impact on people based on their marital status.</p>
<p><b>Pregnancy and Maternity:</b> Issues relating to woman who are pregnant and/or on maternity leave</p>	<p><b>Healthy Priority aims to:</b></p> <p>Provide young people with the support and advice they need to ensure they have the skills and confidence at key life stages to assess risk and make appropriate choices.</p> <p>Build capacity to improve the health and wellbeing of all children and young people such as their sexual health.</p> <p>It is important to be sensitive to the protected characteristics in the delivery of action plans.</p>
<p><b>Race:</b> Issues relating to people from different racial groups,(BME) ethnic minorities, including Gypsy/Travellers</p>	<p>The Plan applies fairly to people of all racial groups. Translations or alternative formats will be provided upon request as per current Council and NHS Policy.</p> <p>It is important to be sensitive to the protected characteristics in the delivery of actions plans</p>

<p><b>Religion or Belief:</b> Issues relating to a person's religion or belief (including non-belief)</p>	<p>South Ayrshire Council is committed to mainstreaming equalities and ensuring sensitivity to the cultural and religious beliefs of people across South Ayrshire.</p> <p>The Plan is fully inclusive to all religions and beliefs (including non-belief).</p> <p>It is important to be sensitive to the protected characteristics in the delivery of action plans.</p>
<p><b>Sex:</b> Gender identity: Issues specific to women and men/or girls and boys</p>	<p>The actions set out in the Children and Young People's Services Plan will have a positive impact on gender equality in South Ayrshire.</p> <p>The Plan is fully inclusive to all genders.</p>
<p><b>Sexual Orientation:</b> Issues relating to a person's sexual orientation i.e. LGBT+, heterosexual/straight</p>	<p>The Plan is fully inclusive to all irrespective of their sexual orientation.</p> <p><b>Voice Priority</b> - includes LGBTQIA young people.</p> <p>It is important to be sensitive to the protected characteristics in the delivery of action plans.</p>

**Equality and Diversity Themes Relevant to South Ayrshire Council**

<p><b>Health</b> Issues and impacts affecting people's health</p>	<p>The purpose of the Children and Young People's Services Plan is to ensure a joint up approach to services in relation to the wellbeing of children. This includes physical, mental and emotional health.</p> <p>One of the plan's six priorities, Health, will focus on the promotion of wellbeing and the reduction of health inequalities in South Ayrshire.</p>
<p><b>Human Rights:</b> Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	<p>As per guidance, the Children and Young People's Services Plan 2023-2026 is underpinned by the United Nations Convention of the Rights of the Child (UNCRC) and as such</p>

**Socio-Economic Disadvantage**

<p><b>Low Income/Income Poverty:</b> Issues: cannot afford to maintain regular payments such as bills, food and clothing.</p>	<p>The Community Planning Partnership in South Ayrshire aim to reduce inequalities, specifically Child Poverty. A Strategy is currently being develop to target this issue.</p> <p>Plan reflects the actions required to comply with the Child Poverty (Scotland) Act 2017 and</p>
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	references links to the Child Poverty Strategy that will be published during the lifespan of this plan.
<b>Low and/or no wealth:</b> Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	There will be a positive impact for those with low and/or no wealth.  <b>Families Priority</b> - reflects the need for development of small grants managed by cluster groups to address need in their area without requirement for funding applications or complex systems.
<b>Material Deprivation:</b> Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	The Partnership will plan and deliver services in ways which promote equity and where possible challenge the root causes of poverty and deprivation.  <b>Families Priority</b> - reflects the need for development of small grants managed by cluster groups to address need in their area without requirement for funding applications or complex systems.
<b>Area Deprivation:</b> Issues: where you live (rural areas), where you work (accessibility of transport)	There will be a positive impact for those who have a low income or are living in income poverty.  Rurality is considered within the plan and our intention to progress with locality models will work towards addressing area deprivation.

### Section Three: Evidence Used in Developing the Policy

<p><b>Involvement and Consultation</b> In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? <b>Who</b> did you involve, <b>when</b> and <b>how</b>?</p>	<p>The development of the Children and Young People’s Services Plan has involved consultation with a wide range of stakeholders including children, young people, practitioners and partners.</p> <ul style="list-style-type: none"> <li>• Wellbeing Surveys for Primary and Secondary age pupils</li> <li>• Champions Board ongoing consultation of children and young people with care experience</li> <li>• Multi-Agency Children’s Services Planning Workshops</li> <li>• Practitioner Workshops held by Horizons Research</li> <li>• Consultations with families alongside the Third Sector</li> </ul> <p>Ongoing commitment to listening to our children and young people as evidenced in <b>Voice Priority</b> going forward.</p>
<p><b>Data and Research</b> In assessing the impact set out above what evidence has been collected from research or other data. Please specify <b>what</b> research was carried out or data collected, <b>when</b> and <b>how</b> this was done.</p>	<p>The Children and Young People’s Plan 2023-2026 is supported by an analysis of local need and demand that considers the needs of a variety of groups. The Plan was compiled using a range of primary and secondary data sources, and this supported by consultation as detailed above.</p> <p>Data collected via:</p> <ul style="list-style-type: none"> <li>• Multi-Agency Workshops</li> <li>• Information from Agencies</li> <li>• National Statistics</li> <li>• Local Statistics</li> <li>• Publications</li> <li>• Plans and Progress Reports</li> <li>• Strategic Priorities</li> </ul>
<p><b>Partners data and research</b> In assessing the impact(s) set out in Section 2 what evidence has been provided by partners?  Please specify partners</p>	<p>Partners included:</p> <ul style="list-style-type: none"> <li>• Third Sector</li> <li>• Health and Social Care Partnership</li> <li>• Corporate Parenting</li> <li>• Housing Services</li> <li>• Education Services</li> <li>• Police Scotland</li> <li>• Fire and Rescue</li> <li>• Public Health Scotland</li> </ul>
<p><b>Gaps and Uncertainties</b> Have you identified any gaps or uncertainties in your understanding</p>	<p>N/A</p>

of the issues or impacts that need to be explored further?	
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**Section Four: Detailed Action Plan to address identified gaps in:**

- a) evidence and
- b) to mitigate negative impacts

No.	Action	Responsible Officer(s)	Timescale
1	N/A		

**Note: Please add more rows as required.**

**Section Five - Performance monitoring and reporting**

Considering the policy as a whole, including its equality and diversity implications:

When is the policy intended to come into effect?	October 2023
When will the policy be reviewed?	2026
Which Panel will have oversight of the policy?	South Ayrshire Full Council



**Section 6**

**South Ayrshire Council**

**Appendix .....**

**Summary Equality Impact Assessment Implications & Mitigating Actions**

**Name of Policy:** Children and Young People’s Services Plan 2023-2026

This policy will assist or inhibit the Council’s ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

<p><b>Eliminate discrimination</b> The Children and Young People’s Services Plan 2023-2026 has potential to impact on the whole child population and their families in South Ayrshire. In line with our GIRFEC responsibilities, the child is at the centre of an approach which sees the Partnership support the family as early as possible, and focus on prevention and promoting whole family wellbeing.</p>
<p><b>Advance equality of opportunity</b> The development of 6 priority group action plans arising from the identified priorities will assist the Joint Improvement Group to identify and promote equality of opportunity.</p>
<p><b>Foster good relations</b> The Children’s Services Planning Partnership in South Ayrshire has a key role in linking the work and plans of our Partners to achieve the best outcomes possible for our children and young people.</p>
<p><b>Consider Socio-Economic Disadvantage (Fairer Scotland Duty)</b> This duty places a legal responsibility on South Ayrshire Council to actively consider (give due regard) how we can reduce inequalities of outcome caused by socioeconomic disadvantage when making strategic decisions. The duty is set at a strategic level - these are the key, high level decisions that South Ayrshire Council will take.</p>

<b>Summary of Key Action to Mitigate Negative Impacts</b>	
<b>Actions</b>	<b>Timescale</b>
N/A	

  
**Signed:** **CSP Lead**  
**Date:** **September 2023**

