

Section 3

# Equality Analysis Toolkit

Children and Young People's Trust

Equality Impact Assessment

For officers leading partnerships

November 2011

## **What is the purpose of the Toolkit?**

The toolkit is a corporate guidance document that is designed to encourage County Council officers to think about the work they are doing, or about to do, from the citizen's perspective, to ensure that they have developed their services and policies with people's needs in mind, and can provide evidence of this process.

As officers, our aim is to provide the very best for the people of Lancashire. The toolkit is a fundamental part of the systematic process we use to plan and develop our services, policies, strategies and partnerships so that they better meet the needs of all our citizens. Through the toolkit we can encourage wider take-up of services, and make sure that all communities are satisfied with our services.

The toolkit is also an equality analysis process. As a public authority, the County Council is obliged to carry out an equality analysis as part and parcel of all our functions, including our front-facing services and policies. In terms of section 149 of the Equality Act 2010, we are required to pay "due regard" to the need to eliminate discrimination and inequality and to promote equality of opportunity between groups sharing certain protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Having due regard means analysing, at each step of formulating, deciding upon and implementing policy, what the effect of that policy is or may be upon groups who share these protected characteristics defined by the Equality Act.

It is important to bear in mind that "due regard" means the level of scrutiny and evaluation that is reasonable and proportionate in the particular context. That means that different proposals, and different stages of policy development, may require more or less intense analysis. Discretion and common sense are required in the use of this tool.

It is also important to remember that the law requires that the duty is fulfilled in substance – not that a particular form is completed in a particular way. It is important to use common sense and to pay attention to the context in using and adapting these tools.

The Equality and Human Rights Commission (EHRC) have been tasked with making sure that public authorities are giving "due regard" to the public sector equality duty and particularly the requirements to eliminate discrimination which is unlawful, advance equality of opportunity and foster good relations between communities.  
[EHRC - New public sector equality duty guidance](#)

Regulations under the Equality Act require the County Council to publish information to demonstrate its compliance with the public sector equality duty imposed by section 149(1) of the Equality Act by 31 January 2012.

In addition, the EHRC, other auditors, and members of the public through Freedom of Information (FOI) requests, are entitled to ask for and see evidence of equality analyses/impact assessments. Insufficient evidence exposes the Council to the risk of challenge under the Equality Act.

## **Who should use the Toolkit and when?**

***Anyone who is leading a partnership's work programme.*** You should use the toolkit when you are:

- reviewing the effectiveness/efficiency of the partnership. It should be used at the start of the review during the information gathering stage and feedback should inform the development of the partnership.
- developing a work programme for the partnership. It should be used before the development of the work programme and feedback should influence actions in the work programme.
- reviewing a work programme for the partnership. It should be used at the start of the review and feedback should influence changes and developments to the work programme.

**Officers leading partnerships should follow the steps on pages 5 – 15.**

Support and training on issues around the Equality Act 2010 is available from the County Equality and Cohesion Team at: [AskEquality@lancashire.gov.uk](mailto:AskEquality@lancashire.gov.uk)

For advice on how to complete this document please contact either your Directorate contact in the Equality and Cohesion Team or Jeanette Binns at [jeanette.binns@lancashire.gov.uk](mailto:jeanette.binns@lancashire.gov.uk)

### **1) What is the aim of your partnership?**

This should correspond with objectives in the County Council's Corporate Strategy, your Directorate's plan or a countywide plan/strategy.

The Lancashire Children and Young People's Trust (LCYPT) is the key partnership that ensures that agencies are able to deliver outcomes and aspirations identified in the Lancashire's Children and Young People's Plan (CYPP) 2011-2014.

The CYPP details what we want to achieve and the outcomes we want to improve for children and young people through working in partnership.

The LCYPT as well as District Children and Young People Trusts (DCYPT) focus on developing new ways of working and on promoting robust joint planning and commissioning of services. The aim of the Trust arrangements is to ensure that services for children and young people are tailored to the needs of the local community and that these communities are engaged in the decisions about how services will be delivered.

### **2) What is the current composition of your Partnership in terms of race, gender and disability in the first instance (and other protected characteristics if appropriate) and how does it operate?**

Both the countywide and District Trusts are partnerships with representation from key stakeholders who have an interest in shaping children's services. Accordingly, agencies are approached to nominate representatives from their sector, including Lancashire County Council, District Councils, health partners, Lancashire Constabulary, schools, as well as the VCFS.

The identification of appropriate representation is therefore left to individual agencies and can change on a regular basis due to personnel changes. There is therefore no current information on the composition of the Partnerships in terms of the key groups or those sharing protected characteristics.

However, it is well understood and also regularly reinforced to members that the needs of all CYP and families need to be considered during discussions.

### **3) What outcomes do you want to achieve from your partnership?**

The overarching document which identifies the desired outcomes from partnership working through Trusts is the CYPP (2011 – 2014). The plan identifies 8 priorities:

- Lancashire babies are born healthy and have the best possible physical and emotional start in life.
- Children and young people's health and wellbeing is improved through healthy

lifestyle choices.

- Children and young people are safe and effectively protected from physical and emotional harm and neglect.
- All of Lancashire's children and young people perform well in education at all stages, regardless of their background or circumstances.
- Children and young people access and make effective use of a range of positive activities in their spare time.
- All of Lancashire's children and young people make a positive contribution, regardless of their background or circumstances.
- The impact of family poverty is minimised and young people aspire to contribute to the future economic wellbeing of Lancashire.
- Children, young people and their families are enabled to achieve their potential and prosper, regardless of their background or circumstances.

The above 8 priorities and the underlying vision behind the CYPP is being delivered through a 'whole system change' programme that is sponsored jointly by LCYP T and Lancashire Safeguarding Children Board. The Lancashire Improving Futures Programme will deliver a changed approach to working with families and is underpinned by five key transformational principles: shared locations, shared information, shared ownership, shared pathways and shared commissioning and delivery.

The CYPP is currently being refreshed with a life course approach to identify the differing needs of CYP at particular stages of their life.

- Prenatal and birth
- Early years (0 to 4 years)
- Primary years (5 to 10 years)
- Secondary years (11 to 15 years)
- Young people (16 to 19 years)

The life course mechanism provides a powerful framework for understanding the vulnerabilities and opportunities for investing in children and young people. There are groups of children who have vulnerabilities across all the life course stages and separate sections have been devoted to some of these groups.

#### **4) What are the potential barriers to achieving these outcomes?**

Lack of resources, need for staff training, getting buy in from partners, tight timescales, negative impacts on particular communities.

Trust arrangements could encounter a number of potential barriers which may undermine our collective ability to deliver on the outcomes and priorities identified in both the CYPP and DCYPT action plans. These include:

- Reduction in resources of all partners due to austerity cuts resulting in a reduction of effective partnership engagement.
- Changing government priorities at national and / or local level.

- Major safeguarding incident occurring in Lancashire.
- Failure to communicate key messages to the wider workforce.
- Failure to effectively deliver the key strands of the Lancashire Improving Futures Programme.
- Failure to promote the vision, priorities and outcomes which underpin partnership working to the workforce.

## 5) How is your partnership performing?

Write here any information you have collected that shows how your partnership is performing e.g. information from audits, reviews, surveys, formal and informal feedback, etc.

Trust arrangements are regularly and robustly monitored in order to measure the outcomes from partnership working through Trust arrangements in Lancashire.

### 1. Lancashire Children and Young People's Plan Annual Review

The most recent review of the CYPP undertaken in September 2013 indicates that out of the 47 measures where data was available, performance in 66% of the measures improved from the previous year whilst 62% of agreed targets were met or exceeded – some of which were challenging.

The information provided in the annual performance review around each of the County priorities is an excellent guide to how successful the interventions developed, etc have been and points to areas where improvements still needs to be made and so influences the development of the partnership work programme for the following year. As a partnership we are now refocusing the work we do and the support we can offer to the families and carers of children and young people.

### 2. Partnership Self Assessment

The Lancashire CYPT Board approved a Quality Assurance Framework in April 2012 which aimed to check that partnership working is effective in Lancashire and improving the way we are working with children, young people and their families. The framework aimed to ensure that we are making progress by working in partnership and key partnership working principles are being embedded across trust arrangements.

As part of the Trust's Quality Assurance Framework, a Partnership Self Assessment (PSA) questionnaire has been used as a tool to help establish the effectiveness of partnership working through CYP Trust Boards. The self assessment also supports how we identify future areas for development through individual District CYP Trusts or as part of the whole County Trust approach. The PSA questionnaire contains 17 statements about leadership, decision making, accountability, resources and participation and asks partners the extent to which they agree or disagree with each of the statements.

Members of the County and District Boards were asked to complete the PSA in the autumn of 2012. Responses were collated on a group by group basis. The responses received highlighted the following strengths and areas for development.

**Strengths** (*more than 85% of responses agreed*)

- All relevant sectors are represented on the Board.
- The Board is realistically sized and supported.
- The Trust has clear leadership.
- Partners are involved and committed.
- Partners focus on achieving more collectively than they could do on their own.

**Areas for Development** (*less than 70% of responses agreed*)

- Representatives on the Board are in a position to be able to determine the resources of their organisation/sector.
- The Board promotes, endorses and embeds the active participation of children and young people across the Trust
- The views of children and young people are taken into account when making decisions.
- Procedures for managing and monitoring pooled resources have been developed

**3. Peer Challenge Exercise (PCE)**

The Quality Assurance Framework also included a Peer Challenge Exercise, where members of two District CYP Trusts came together to discuss their achievements and any challenges encountered. The aim of the exercise was to share good practice and the potential for making improvements. The process involved four or five Board members from each Trust considering the following points over two informal and reflective meetings:

- what works well;
- engagement of key partners;
- participation of children and young people;
- information shared with District Trusts (usefulness, frequency, etc)
- challenges encountered and how these have been addressed;
- areas for development

The following strands of work were identified as having worked well at the district level:

- Engagement with CYP
- Evidence based commissioning
- Early Support strategy and the identification of gaps in services
- Partnership ethos and values permeates the work of the trust
- Creative and innovative responses to district issues

**6) Who are the people who will benefit from your partnership?**

Children and Young People and their Families in Lancashire

**7) What information are you using to help develop your partnership and your partnership's work programme? Please ensure you retain this information in case evidence is needed.** Once you have found information, you need to record how this will influence the development of your partnership or partnership's work programme.

### **Joint Strategic Needs Assessment 2013 (JSNA)**

The JSNA is a resource which promotes shared understanding of needs and inequalities in respect of CYP and is essential to achieving agreement on the priorities that a new Children and Young People's Plan (CYPP) will address and to enlist the support and commitment of all the partners. The JSNA also provides an information resource to support a range of other planning and commissioning activities in relation to children and young and their families.

### **Census Data**

Demographic profile through Census Data for the number of children and young people in Lancashire and individual districts to help get an idea where services need to be targeted at etc.

### **District Knowledge**

The Trust arrangements adopted in Lancashire since 2008 have included the establishment of 12 District Trusts as it is widely acknowledged that local knowledge and local links are absolutely vital in developing and shaping services. DCYPTs monitor local delivery of services and agree local priorities, aligned to the CYPP, and determine resources and capacity to deliver these through agreed action plans.

In planning at a strategic level, partners are aware not to lose sight of the individuals who use or who are intended to benefit from services and to have regard to the voice and experiences of children and young people so that, shared services that are more personalised and more responsive to individual needs and which deliver a better quality of life for the children and young people are developed.

### **Performance Dashboards**

Performance dashboards are compiled for both the County as a whole and also for each District as and when new data is available against their individual and county priorities. This demonstrates the progress and improvement made around each of the key areas that then can be used to develop the work programme around areas that still require improvement or are getting worse.

### **Gap In Service Forms**

Frontline staff in the Districts complete Gap in Service Forms when they identify areas of need that cannot be addressed by the workforce currently available in that district. These then influence the partnership's work programme because they have to look at either commissioning a new service to remove the gap or develop the current workforce through training etc in order to be able to then provide support around that area of need. It can also influence the wider priorities of the Trust as if enough districts are identifying the same gaps in service then it pin points a shortfall that needs to be focused on and addressed urgently.

**8) How does your partnership ensure that the views of all those potentially affected by the partnership are taken into consideration? Please ensure you keep this information in case evidence is needed.**

Lancashire is committed across the Children and Young People's Trusts to children and young people being empowered; participating in the services they receive and the communities in which they live. This commitment is laid down in the CYPP which was developed through consultation with approximately 2,500 children and young people and which includes their vision for Lancashire.

Additionally, Lancashire Children and Young People's Trust Board endorsed an [Active Participation Strategy](#) in June 2011. The purpose of the strategy is to set out a commitment to implementing a common approach for the participation of children and young people in the design, delivery and evaluation of services and priorities and outline our vision to empower children and young people to become active citizens within their localities, the county and the country.

An [action plan](#) has been developed to set out what we intend to do to implement the strategy during 2012-2013.

The strategy is supported by a [participation checklist](#) and a number of 'How to...' guides, which offer practical guidance in developing and embedding participative practices.

A group of pupils from West Lancashire Community High School have also produced a short film showing a number of principles which they believe decision makers should think about when they are seeking the views of children and young people with disabilities.

[Lancashire Participation Network](#) brings together professionals from services and organisations across Lancashire to support the implementation of the Active Participation Strategy. The network is a sub group of the [Contribute and Engage Priority Group](#).

### **Formal participation groups**

There are many well established children and young people's participation forums and groups across Lancashire; some are formal constituted groups and others are informal. They are facilitated and run by a variety of organisations, statutory and voluntarily, they include:

- **Lancashire Youth Council:** an elected and representative group of young people (mainly 13-19) with local, county wide and national representatives. Approximately 33,964 young people participated in the last youth council elections and the youth council itself is also representative of vulnerable groups.
- **Children in Care Council:** a central group of children in care aged 5-24 years who are currently or have been looked after by Lancashire County Council. They have renamed themselves; LINX; Listen, Involve, Negotiate and Xpress. The group has been meeting since October and is commissioned by Lancashire County Council from Barnardo's. Members regularly attend the Corporate

Parenting Board

- **POWAR:** a group of young people with SEND who come together to voice their opinions and influence change. The group has been meeting since October and is commissioned by Lancashire County Council from Barnardo's.
- **Young Carers groups:** there are support groups in each of the Districts and a countywide Young Carers Forum
- **Health Action Groups:** a group for any young person aged 11 to 21. Group members actively participate with health providers and commissioners to improve health services for children and young people
- **Young Advisors:** young people aged between 15 and 21, who show community leaders and decision makers how to engage young people in community life, regeneration and renewal. Young Advisors are trained and employed consultants who guide local authorities, housing associations and other local partners about what it is like for a young person to live, work, learn and play in their neighbourhood.
- **Staying Positive:** specialist support groups for young people living with long term health conditions.
- **PULSE:** This group is made up of representatives from other formal participation structures like Health Action Group, Youth Council and the Young Carer's Forum.
- **Pupil Parliaments:** in place in some districts across Lancashire - each brings together representatives from primary schools from throughout these Districts.

**9) Where appropriate, how do the following agencies influence the development of your partnership and your partnership's work programme? Please keep any information in case evidence is needed.**

- Voluntary, Community and Faith Sector (VCFS) organisations
- County Councillors
- overview and scrutiny committees
- other statutory agencies e.g. National Health Service, Police etc

### **Voluntary, Community and Faith Sector (VCFS) Organisations**

The VCFS have representation on both the county and each district boards. They are also represented on sub groups so that they can influence the development of the work programme. Each district also has a VCFS forum that is paid for by the Children's Trust so that the wider views of the sector can be gathered. The VCFS Children and Young People's Services County Reference Group was set up to provide an open platform for third sector organisations working with children and young people across Lancashire to engage at the strategic level. It is aligned to Third Sector Lancashire which provides representation of the wider VCFS to the Lancashire Strategic Partnership Board and its purpose is to involve the CYP VCFS in the development of a Children's Trust approach at a strategic level.

### **County Councillors**

County Councillors are represented on all District Trust Boards and the County Partnership.

### **District Councillors**

District Councillors are represented on all District Trust Boards.

### **Overview and Scrutiny Committees**

Overview and Scrutiny Committees regularly consider key themes of work that the County Trust and partners are involved in so they influence the development of the partnership and the work programme through the feedback etc that they provide.

### **Other Statutory Agencies e.g. NHS, Police etc**

The Lancashire Children and Young People's Trust includes representatives from the health economy, Lancashire Constabulary, Jobcentre Plus, representatives of schools and colleges, district and borough councils and early years. These statutory agencies collectively manage provision of children's services and can therefore influence how partnership working is delivered in Lancashire.

## **10) What are the potential negative impacts your partnership might have on particular groups of people and how might they be tackled?**

Taking into consideration the information you have collected so far, are there any negative impacts that might affect citizens because of their:

- age
- disability including Deaf people
- race/ethnicity/nationality
- sex/gender
- gender reassignment or gender identity
- religion or belief
- sexual orientation
- pregnancy or being on maternity leave
- marriage or civil partnership status (in respect of which the s. 149 requires only that due regard is paid to the need to eliminate discrimination, harassment or victimisation or other conduct which is prohibited under the Act).

It is important to bear in mind in conducting this analysis that the overlap of two protected characteristics may result in disadvantage – for example, age and disability, race and gender and so on.

### **Non-Statutory Characteristics/Groups**

In addition to the characteristics specifically protected under the Equality Act, it may be appropriate in particular contexts to consider potential effects relating to:

- having young children
- living in an area of deprivation
- living in a rural area
- Children Looked After
- young people not in education, employment and training (NEET)
- teenage parents

- carers
- offenders, people out of work, problem drug users etc.

Please note that the consideration of negative effects should be specific and realistic. Actual or potential adverse effects should not be minimised or exaggerated.

It is highly unlikely that the work of the various groups under the Children's Trust umbrella will have any potential negative impacts on any of the groups identified above. The strategic and frontline work of the CYP Trusts aims to improve outcomes for all children and young people and furthermore aims to address inequalities that affect specific groups of children and young people.

Examples include:

- Rossendale CYPT has undertaken a pilot project to look at the perinatal needs of BME CYP and families living in Rawtenstall.
- West Lancashire CYPT undertook an extensive research project into the needs of LGBT young people which was considered by members and some of the recommendations embedded into local practice.
- The Ribble Valley CYPT Action Plan aims to "Identify issues and numbers of disadvantaged and disabled CYP involved with a view to providing projects and support where possible". Vulnerable young people are also targeted under the action on transition from primary to secondary school
- All district CYPTs have previously funded a range of projects using SEND Inclusion Funds and the 2012 and 2013 summer activities campaign coordinated by CYPTs encouraged provision which was inclusive and accessible. The Lancashire Break Time non-assessed short break provision was also promoted in the holiday activity booklets

**11) Insofar as you have identified any negative impacts on groups sharing relevant protected characteristics, you must consider how to mitigate such negative impacts.**

Please set out any steps you will take to mitigate/reduce any actual or potential adverse effects on those sharing any relevant protected characteristic. It is important here to do a genuine and realistic evaluation of the likely effectiveness of any mitigation proposed. Over-optimistic and over-generalised assessments are likely to fall short of the "due regard" requirement.

Also consider if the mitigation might adversely affect any other groups and how this might be managed.

None

**12) What are the potential positive impacts your partnership might have on certain groups of people, and in particular those sharing protected characteristics. What are they and how might they be developed?**

Use the above groups to think about how your partnership might improve the quality of life for particular citizens.

Will the positive impacts be accompanied by any negative impacts on groups of citizens sharing the protected characteristics? If so, how will any effects be balanced?

Could changes to your partnership combine with other local or national factors to affect their impact (i.e., their cumulative effect)? If so, how might this be managed?

As partners working through Trusts, it is hoped that collective decisions around service provision will have a positive impact on the lives of all CYP and families in Lancashire. This universal offer will by definition also then have a positive impact on key groups. Children's Trusts regularly consider reports and initiate actions to support CYP who are Looked After or NEET (not in education, employment and training) or are teenage parents.

### **13) How can your partnership contribute to the following priority areas?**

- Eliminating discrimination, harassment, victimisation or any other unlawful conduct

What activities is your partnership involved with which will help to eliminate discrimination, harassment, victimisation or any other unlawful conduct? What processes do you have in place to tackle these issues?

It is important to bear in mind that tackling discrimination goes beyond direct discrimination to policies which are indirectly discriminatory because they have a disproportionate adverse impact on individuals sharing particular protected characteristics

- Tackling social exclusion /advancing Equality of Opportunity between persons who share relevant protected characteristics and those who do not share them

This will involve taking steps to remove or minimise disadvantages suffered by persons who share a relevant protected characteristic and that are connected to that particular characteristic. It may also require taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it, and encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

It is important to bear in mind that taking steps to meet the needs of disabled persons which are different from those of persons who do not share that disability include steps to take account of the disabilities in question. This may even include treating some persons more favourably than others in order to allow them to participate in social or public life.

Activities that help improve social inclusion include those that improve the quality of life for people who are disadvantaged or are in danger of poor outcomes in their lives through various circumstances e.g. a lack of money, difficulty in accessing services/buildings, and barriers to taking part in relationships and activities that are available to most people in communities etc.

- Improving community cohesion /fostering Good Relations between persons who share a relevant protected characteristic and those who do not share it

This may include thinking about ways to tackle prejudice and promote understanding between groups of people with protected characteristics and those who do not share those characteristics.

Activities that help improve community cohesion include those that bring people from different communities together (e.g. people of different ethnicities, faiths, ages, geographical backgrounds etc); those that empower communities and those that reduce tensions in communities. (See the Community Cohesion website at <http://www.lancashire.gov.uk/corporate/web/view.asp?siteid=2966&pageid=5956&e=e> for more information).

- Improving health and wellbeing - Health and wellbeing means that people feel well enough and sufficiently supported to live their lives to the full. Activities that help improve health and wellbeing include those that ensure that basic needs are met, that individuals have a sense of purpose, and that they feel able to achieve important personal goals and participate in society.
- Supporting the county council's role as a corporate parent The Corporate Parenting Board ensures that Children Looked After have the same opportunities as their peers to a good quality of life. Activities that help support this are those that help improve health and wellbeing outcomes for children and young people who are looked after and those that support them to be prepared for the future. (See Corporate Parenting Board website at [lccintranet2/corporate/web/view.asp?siteid=4183&pageid=17628&e=e](http://lccintranet2/corporate/web/view.asp?siteid=4183&pageid=17628&e=e) for more information).

A number of priorities in the Lancashire CYPP could be said to have an impact on the above identified priority areas. These CYPP priorities are looked at by Priority Groups which have membership from key partners and look at the issue on a strategic level.

### **Eliminating discrimination, harassment, victimisation or any other unlawful conduct**

The main role of the Safe from Harm Priority Group is to ensure progress against CYPP Priority 3: Children and young people are safe and effectively protected from physical and emotional harm and neglect.

Secondly, events which focus around discrimination, harassment, victimisation and any other unlawful conduct have been organised by Trusts in a number of areas of

Lancashire focusing around the impact this has on children and young people and their families and to work towards eliminating it.

**Tackling social exclusion / advancing Equality of Opportunity between persons who share relevant protected characteristics and those who do not share them**

The main role of the Aspire and Achieve Priority Group is to drive and deliver three CYPP priorities, namely:

CYPP Priority 4: All of Lancashire's children and young people perform well in education at all stages, regardless of their background or circumstances.

CYPP Priority 7: The impact of family poverty is minimised and young people aspire to contribute to the future economic wellbeing of Lancashire.

CYPP Priority 8: Children, young people and their families are enabled to achieve their potential and prosper, regardless of their background or circumstances.

**Improving community cohesion / fostering Good Relations between persons who share a relevant protected characteristic and those who do not share it**

The main role of the Contribute and Engage Priority Group is to drive and deliver priorities within the CYPP, namely:

CYPP Priority 5: Children and young people access and make effective use of a range of positive activities in their spare time and

CYPP Priority 6: All of Lancashire's children and young people make a positive contribution, regardless of their background or circumstances.

**Improving health and wellbeing**

The main role of the Health and Wellbeing Priority Group is to drive and deliver the following priorities within the CYPP, namely:

CYPP Priority 1: Lancashire babies are born healthy and have the best possible physical and emotional start in life and

CYPP Priority 2: Children and young people's health and wellbeing are improved through healthy lifestyle choices.

**Supporting the county council's role as a corporate parent**

The Children's Trust supports the county council's role as a corporate parent by responding to concerns around the recent increase in children in care and coming up with possible solutions to help reduce this number. The number of children in care in Lancashire has been rising in recent years and this mirrors the national situation. The rise had been fairly modest but since March of this year the numbers have started to rise more sharply and the total number of children in care across the county reached a record high of 1,403 at the end of August 2012.

The work of the CYP Trust across Lancashire is driven by the overarching intention to improve the outcomes for children and young people but this is currently

underpinned by financial savings targets that need to be achieved by all partners. Increasing numbers of children in care supports neither of these principles. The following proposals are offered to support an increased focus on the numbers of children in care in the priorities of the County and District CYP Trusts:

- Information is made available to the county and district trusts to enable an informed view of trends around numbers of children in care.
- District Children Social Care Managers provide an input into each District CYP Trust to clarify the underlying issues, challenges and opportunities
- County and District Trusts consider and implement activity to support the reduction in numbers of children in care
- District CYP Trusts ensure that current early support and intervention commissioning arrangements are clearly aligned to reductions in those children requiring statutory interventions and to receive monitoring information and scrutinise performance to this effect.

**14) Taking into consideration all the information you have collected in answering the previous questions, what changes do you need to make to your partnership's composition or operation/actions to improve its effectiveness and who will carry them out?**

The revised CYPP for 2014-2018 will be underpinned by a number of key principles which will ensure that our arrangements remain fit for purpose and build on the strong foundation set through the current Plan. These include:

- Children and young people's participation – to involve children and young people in planning, informing and developing the new plan. Not just consulting with them.
- Engagement and ownership – across all sectors and at all levels, from chief executive to frontline practitioners
- Families – recognising the role of the whole family in improving outcomes for children and young people and how we work better with adult services.
- Additionality – being clear that this is a plan that will highlight how we can add value from working in partnership. Not detailing all of the work that individual services will deliver.
- Outcomes - focus on improved outcomes rather than activity and process
- Evidence, data and intelligence – robust and timely to frame the priorities of the new CYPP and measure delivery progress/impact
- Simple, clear and concise – a plan that supports the way we want to work and is relevant to everyone across the workforce
- Strategic fit and alignment – a CYPP that complements and supports other existing and developing strategy, both within organisations and across

partnerships i.e. Health and Wellbeing Board strategy

The task will be to make sure that these principles are adhered to throughout the genesis of the CYPP and subsequently within partnership arrangements.

**15) When will you review your actions?**

Annual review of CYPP undertaken with all partners

**16) When will you report progress on your actions and who to?**

Progress on actions should be reported to relevant county councillors, officers, wider partnerships and groups etc

- Lancashire CYP Trust Board
- Lancashire CYP Trust Partnership
- County District CYP Trust Boards
- Priority Groups - Aspire and Achieve

**17) When will you next review your partnership using the Equality Analysis Toolkit?**

2 years

Name and Role of officer completing this template

Name: Richard Cooke

Date: October 2013

Name of Partnership Chair or Lead Officer Signing Off the Analysis

Name: Louise Taylor

Role: Interim Executive Director for Children and Young People and Chair of Lancashire Children and Young People Trust

Date: October 2013