

North Ayrshire Council Equality and Children's Rights Impact Assessment Summary Form

This form provides a summary of the equality impact assessment carried out in the title heading under item 1. The full assessment form is available on request by emailing the main contact below.

This impact assessment process includes the requirements under Equality Legislation to assess the main activities of the Council against the nine protected characteristics and socio-economic inequalities under the Fairer Scotland Duty; the assessment covers the Rights of Children as per the United Nations Rights of the Child and ask us to consider the implications for our island communities under the Island Proofing section.

1. Policy/Strategy or Programme Details

1.a Policy Title – North Ayrshire Children's Services Plan 2020-23

1.b Policy Lead Officer – Lauren McMath, Policy Officer (Children's Services)

1c. Contact Telephone – 01294 324160

1.d Contact Email – laurenmcmath@north-ayrshire.gov.uk

1.e Others Involved – Andrew Hale, Health Improvement and Equalities Officer and Barry Tudhope, Senior Manager, Democratic Services, Caroline Amos, Head of Service (Education), Alison Sutherland, Head of Service (HSCP), Angela Morrell, Senior Manager, Communities.

2. Summary of Policy Aims

3. Key Equality Related issues arising from the assessment

3.a Summary of Impacts on Equality Protected Groups

The plan aims to have a positive impact on the outcomes and health and wellbeing of children and young people in North Ayrshire. It is likely that all protected groups are likely to be affected, to some extent, by this plan.

The plan is focussed at all children and young people in North Ayrshire and this population will include many people who are considered to be within a protected group.

3.b Summary of Children's Rights and Wellbeing indicators

The Plan identifies the key priorities for all children's services. Through the implementation of the plan it is anticipated that all children and young people will achieve SHANARRI outcomes (that is, they will be Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included).

The plan aims to have a positive impact on all of the wellbeing indicators of children and young people. Our priorities directly link to the wellbeing indicators. Our plan is set out to provide an overview of the SHANARRI outcomes (that is, they will be Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included) and on pages 18 and 19 of the plan we provide an overview of this. For example - Included: Our champions board engaged with over 60 professions and Care Experienced young people to research language and stigma associated with the care system.

The Plan aims to ensure that children and young people's rights and views are respected and listened to. This links to our Children's Rights Report 2020-23, which demonstrates the steps we have taken to secure better or further effect of the requirements of the United Nations Convention on the Rights of the Child (UNCRC).

There are four general principles of the UNCRC. We ensure these considered in planning approach. The four guiding principles of the UNCRC are: for rights to be applied without discrimination (Article 2); for the best interests of the child to be a primary consideration (Article 3); the right to life, survival and development (Article 6), and the right to express a view and have that view taken into account (Article 12). These are the principles throughout the Children's Services Plan. All other Articles can also be met and further details are provided in our Children's Rights Report 2020-23.

3.c Summary of Fairer Scotland Duty

The Plan identifies services and priorities that intend to reduce inequalities in terms of socio-economic impact. In particular there is a focus on reducing the poverty related attainment gap. We also link to our Child Poverty Action Plan where we combine a number of actions that are planned to increase employment, increase benefits and reduce the cost of living for families. We also have a strong focus on partnership working within schools, council services and partners to take action to reduce the cost of the school day.

3.d Summary of Island Proofing

None

3.e Other

None

4. Impacts on the Three Key Needs of the Equality Duty

The Plan ensures that the best services possible are provided for children and young people to give them the best start in life. The Plan treats children and young people with fairness, and we would not expect any discrimination, harassment or victimisation in any of our services. For example, schools all have bullying policies in place and complaints procedures. We also have advocacy support that is provided in North Ayrshire by Barnardo's Hear 4u Advocacy Service. This ensures children and young people have someone to support them, protect their rights and help them speak out. The advocates are independent.

5. Summary of any engagement or consultation processes where applicable

Partner agencies have been consulted on the plan. The Children's Services Strategic Partnership and Community Planning Partnership are the groups responsible for implementing and monitoring this plan. These groups are multi-agency. The Children's Services Strategic Partnership ensures that all partners work together to improve outcomes and wellbeing for children and young people. This partnership approach ensures that there is awareness of all issues and proposals that may impact on children and young people and that action can be taken as required within partner agencies.

Children and Young People were consulted through existing mechanisms and feedback was used to inform the plan.

6. Recommendations and Outcome from the assessment

No major alterations are required. The outcome of the assessment is that the plan is unlikely to cause any negative impacts for protected characteristics. The plan is intended to and is likely to have many positive impacts on children, young people and families in North Ayrshire and will ensure a partnership approach that will improve outcomes.

7. Head of Service

Audrey Sutton, Executive Director (Communities and Education)

8. Date of Assessment

15 July 2021