

Equality Impact Assessment

Directorate: Slough Children First	
Service: Participation	
Name of Officer/s completing assessment: Kate McCorrison	
Date of Assessment: 20 th October 2023	
Name of service/function or policy being assessed: Children & Young People's Participation Strategy	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>To engage with young people, children and families who are in receipt of the services of Slough Children First, SBC and other partner agencies such as Police & Health. Ensuring that those who are in receipt of services have a voice in the shaping and delivery of the services which they are in receipt of, via a multi-agency approach.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Participation is a multi-agency responsibility with joint responsibility for the implementation of the strategy. While Slough Children First is the lead in the delivery of the strategy, all agencies have a responsibility to engage. Progress will be monitored through the Children & Young People Partnership Board.</p>
3.	<p>Who will be affected by this proposal? For example, who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p>Age Disability Gender Reassignment Marriage and Civil Partnership Pregnancy and maternity Race Religion and Belief Sex Sexual orientation Care Experienced Other</p> <p>All of the above-mentioned groups will be affected, though in a positive manner, as all voices will be heard and responded to.</p>

	<p>Various forums will be set up to allow for individual representative groups to have a 'safe' space to talk and share their individual views, thoughts and proposals. Feedback to the forums will be provided both individually (if required) and collectively to evidence progress and positive change.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Engagement in the design of services will be a positive for all groups affected. The young people and families affected will have a greater ability to design & influence the services that they are in receipt of. The workforce will have greater engagement with those who are in receipt of the services and will be able to provide improved outcomes for those included. Feedback routes will be enhanced to allow for greater understanding of decisions, collective design and increased ownership of policies, services and strategies which affect all those in receipt of services.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so, then are any particular groups affected more than others and why?</p> <p>There are no noted negative impacts noted for this Strategy.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g., survey results, customer complaints, monitoring data etc).</p> <p>N/A</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g., have the staff forums/unions/ community groups been involved?</p> <p>Partner agencies & the workforce have been engaged in the writing and design of this strategy. Children, young people and families will be engaged in the on going deliver of the strategy.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>This strategy is anticipated to have positive impact on local communities. With those in receipt of services feeling more engaged and having a voice in the design and delivery there is an expected increased engagement and positive perception of the work that is being undertaken by SBC and partner agencies.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example, what plans, if any, will be put in place to reduce the impact?</p> <p>The delivery of the Strategy will be monitored and reviewed by the Children & Young People Partnership Board. This will assist in the identification of any risk areas with a responsibility to identify remedial actions if required.</p>

10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>The Children & Young People Partnership Board will be responsible for the ongoing monitoring of this strategy.</p>
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What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments would remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage, a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Kate McCorrison

Signed: (Person completing the EIA)

Name:

Signed:(Policy Lead if not same as above)

Date:20/10/2023