

Equality Impact Assessment: Conversation Screening Tool

1	What is being reviewed?	Children and Young People's Partnership Plan 2025-30
2	What changes are being made?	<p>Having a Children and Young People's Partnership (CYPP) Plan is a statutory requirement of Children's Services. It is a high level strategic plan that outlines how to support children and young people living in BCP Council with the aim to improve outcomes for all children and young people. It sets out the priorities for services that support children and young people and how partners will cooperate with each other and how they will deliver those priorities.</p> <p>The current plan has come to an end, and this is the new plan covering 2025-2030. We have achieved a lot since 2021 including improving our approach to working together, and we have worked hard to put the needs of children and young people at the heart of what we do.</p> <p>The CYPP plan 2025-2030 is driven by a recognition of the evolving challenges faced by children and young people within Bournemouth, Christchurch, and Poole (BCP), particularly in light of the ongoing cost of living crisis which has had a profound impact on families and the broader community.</p> <p>This plan is an important statement of the partnership's commitment to BCP's children and young people; what we want to achieve for them, and it provides clarity about what partners will be delivering over the next few years.</p> <p>We want to deliver on our vision for children and young people across Bournemouth, Christchurch and Poole which states that <i>BCP is a great place to live, where all children and young people have the best possible opportunities in life and are supported by the community to flourish and grow in order to succeed.</i></p> <p>We have developed five priorities in consultation with children and young people. These are:</p> <ul style="list-style-type: none"> • <i>Feeling happy</i> • <i>Being safe</i> • <i>Feeling supported</i> • <i>Being included</i> • <i>Feeling fulfilled</i>
3	Service Unit:	Children's Services
4	Participants in the conversation:	<p>A comprehensive consultation process was undertaken through multiple channels to gather input and feedback from children, young people, and key stakeholders. Critical and constructive challenge was welcomed in the formation of the plan, to ensure robustness.</p> <p>Children and young people are at the heart of this plan, and they have been instrumental in its development. We have worked with groups of young people to make sure that</p>

		<p>their goals and aspirations are reflected in our priorities and to bring to life the future they want for themselves, for their friends and for their families. We reached out to a variety of different groups to reflect the broad needs and experiences of children and young people which included unaccompanied asylum seeking children (UASC) and young people. Despite all efforts, there were barriers in getting the views of some children and young people (UASC). Their needs and experiences were considered in the development of the plan and priorities and consider to be thought of in the implementation.</p> <p>The 'Make Your Mark' ballot, a national youth consultation initiative designed to capture young people's views on key issues, was conducted in February 2024. This ballot successfully engaged 7,459 respondents. In addition to this, feedback was collected from students at Bournemouth & Poole College, where 121 responses were received from BCP College students. Further input was gathered from targeted youth groups, including children in care and care-experienced young people through the UNITE and INSIGHT groups, as well as participants of various sessions facilitated through the BCP Youth Forum. Broader engagement was also achieved by reaching out to young people across the community, both within and outside of school settings. Opportunities were provided for them to share their views in person and online to ensure inclusivity and accessibility.</p> <p>Moreover, in addition to the local authority, other services who work closely with children, young people and families, including representatives from charities, the police, health services (including the NHS), social care, as well as members of the wider council and elected officials, were actively involved in the consultation process.</p> <p>We have undertaken a considerable amount of engagement with all stakeholders to develop this plan using feedback from a range of sources and activities. These include:</p> <ul style="list-style-type: none"> • <i>Parent/carer and professional consultation</i> • <i>Children and young people workshops and engagement sessions</i> • <i>Partnership workshops and survey</i> • <i>Children and young people survey and roadshow</i> • <i>Children's Services staff engagement and survey</i> • <i>Voluntary sector workshop</i>
5	Conversation date/s:	2/10/2024, 4/11/2024, 09/01/2025
6	Do you know your current or potential client base? Who are the key stakeholders?	<p>The CYPP plan covers all children and young people who live in the BCP area and outlines how services working with this cohort on all levels will work together effectively.</p> <p>There are currently 74,000 children and young people up to the age of 18 living in BCP council which makes up 18% of the total population. 49% of those are female and 51%</p>

		<p>are male and under 1% are gender diverse. 11% of all children live in absolute low-income families.</p> <p>74% of all pupils who attend BCP schools are White British. 20% are eligible for free school meals, 14% receive SEN support and 5% have an EHC plan.</p> <p>As of August 2024, there were 535 children in care, 44 UASCs, and 634 care experienced young people.</p>
7	<p>Do different groups have different needs or experiences? age (young/old), disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation, members of the armed forces community, any other factors/groups e.g. socioeconomic status, carers, human rights.</p>	<p>The plan is designed to support a wide range of groups, ensuring that services are accessible, non-discriminatory, and tailored to the unique needs of each individual. All protected characteristics and additional locally observed equality groups were considered, and no equality impacts were identified.</p> <p>The CYPP plan has a positive impact on all 6 domains as outlined by the Equality and Human Rights Commission (EHRC) which are Education, Work, Living standards, Health, Justice and personal security, and Participation.</p> <p>The plan emphasises the rights of all children and young people to safety, education, health, and inclusion. By addressing the needs of vulnerable groups, the plan seeks to protect and promote the human rights of individuals from diverse backgrounds and ensure equality of opportunity.</p>
8	<p>Will this change affect any service users?</p>	<p>This is a plan to actively promote inclusivity, ensuring services are designed to meet the needs of all, regardless of gender, race, socio-economic status, or disability.</p> <p>It is high level strategy and as such the priorities are kept broad and overarching to outline the partnership's overall direction. The focus is on the key goals rather than specific details.</p>
9	<p>What are the benefits or positive equality impacts of the change on current or potential users?</p>	<p>The plan is specifically designed to support Children and Young People's well-being, education, and inclusion. It addresses key challenges such as mental health, safety, and opportunities for development and growth. It seeks to support parents, grandparents, and carers by ensuring access to resources and support for the younger generation, which can relieve caregiving pressures.</p> <p>Mental well-being is a key focus of the plan, with a focus on reducing waiting times for mental health services, providing early intervention, and supporting families in managing mental health challenges.</p> <p>Another significant focus of the plan is on reducing socio-economic disparities, particularly for children from low-income families. This includes improving access to nutritious food, education, and safe housing, as well as providing mental health support to tackle issues exacerbated by economic hardship.</p> <p>The plan emphasises inclusivity and respect for all, ensuring that support services are accessible and sensitive to the needs of transgender, non-binary and gender-diverse young people.</p>

		<p>The plan includes support for young parents and those expecting children, ensuring access to health services, education about parenting, and assistance in guaranteeing their children have a strong start in life.</p> <p>The plan addresses the importance of provisions for supporting stable family environments, which will benefit young people from married or civil partnership households, particularly those facing economic or social challenges as well as children in care.</p> <p>The plan promotes inclusivity across ethnic groups by ensuring that services are tailored to meet the diverse cultural and linguistic needs of BCP's young population, aiming to reduce disparities in education and health outcomes for minority groups. This includes Unaccompanied Asylum Seeking Children (UASC) in our care and those who are care experienced.</p>
10	What are the negative impacts of the change on current or potential users?	<p>There are no negative impacts due to the delivery of this plan. The plan aims to create an inclusive environment that addresses the needs of all children and young people in BCP, where partners are working together to help children and young people live their best lives.</p>
11	Will the change affect employees?	<p>Not applicable – this is a high level strategy and as such the priorities are kept broad and overarching to outline the partnership's overall direction. The focus is on the key goals rather than specific details.</p>
12	Will the change affect the wider community?	<p><i>The key expected outcomes include:</i></p> <ol style="list-style-type: none"> 1. Improved Well-being: Children and young people will experience enhanced physical and mental health through increased access to activity programs, nutritious food, mental health resources, and safe environments. 2. Enhanced Safety: The plan aims to ensure children have stable and secure home environments, are protected from exploitation and harm (both online and offline), and feel safer in their communities. 3. Stronger Support Networks: Families will receive timely support to address challenges such as mental health issues, neglect, and domestic abuse, with children and young people gaining access to services that meet their individual needs. 4. Increased Participation and Inclusion: By removing financial and social barriers, more children and young people will engage in community activities, education, and volunteer opportunities, fostering a sense of belonging and purpose. 5. Educational Success and Fulfilment: Children will be better prepared for educational and employment opportunities, with an emphasis on reducing the number of young people not in education, employment, or training (NEET) and supporting care-experienced young people in their educational pursuits.

13	What mitigating actions are planned or already in place for those negatively affected by this change?	There are no negative impacts due to the delivery of this plan.
14	Summary of Equality Implications:	<p>The Children and Young People's Partnership Plan 2025–2030 outlines a comprehensive strategy to improve outcomes for children and young people across Bournemouth, Christchurch, and Poole (BCP). It focuses on enhancing well-being, safety, inclusion, and opportunities, particularly for vulnerable groups. The plan is the result of extensive consultations with key stakeholders in particular children and young people, ensuring it reflects the community's needs.</p> <p>All protected characteristics and locally-observed equality groups were considered, and no negative equality impacts were identified. This is a partnership plan to improve the lives of children and young across Bournemouth, Christchurch and Poole by focusing on priorities developed with children and young people:</p> <ul style="list-style-type: none"> • <i>Feeling happy</i> • <i>Being safe</i> • <i>Feeling supported</i> • <i>Being included</i> • <i>Feeling fulfilled</i> <p>As a result of implementing the plan, there will be positive equality impacts for children, young people and their families, touching on all protected characteristics. The primary outcomes are:</p> <ul style="list-style-type: none"> • Improved Well-being • Enhanced Safety • Stronger Support Networks • Increased Participation and Inclusion • Educational Success and Fulfilment. <p>Consideration was also given to the equality aspects of implementing the plan. The CYPP plan itself was written in as simple and clear language as possible to communicate the plan in an accessible way, aimed at a reading age of 9 which is the average reading level across the UK (including adults). It has also been designed to bring the words to life making it easier to understand and there will also be an easy read version of the plan. It will be launched in April for all partners including children and young people.</p>