

Scottish Borders Council

Stage 3 Equality Impact Assessment - Sign Off

(For use at the end of development project/proposal/policy development – prior to sign off)

3.1	Title of Proposal:	Integrated Children & Young People’s Plan for the Scottish Borders 2018-2021
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(Please enter the title or reference for your proposal)

3.2	Service Area: Department:	Multiple – this is a cross-partnership Plan incorporating partners from Scottish Borders Council, NHS Borders, Police Scotland, the Scottish Children’s Reporter Administration and the third sector.
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(Please enter the department/service area submitting the proposal)

3.3	Description:	<p>An integrated approach to service planning by partners is a requirement under the Children and Young People (Scotland) Act 2014. This work is facilitated through the work of the Children & Young People’s Leadership Group which focuses on shared priorities to deliver meaningful and sustainable improvements to the lives of all our children and young people to ensure that <i>everyone</i> can reach their full potential. This is a refreshed and refocused plan concentrating on making the most of new opportunities and funding, 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 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>
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(Please enter a full description of your proposal including its aims and objectives)

3.4

Impact Assessment

Use the information you have gathered during the development of your proposal to identify the anticipated impacts of your proposal against the three arms of the Equality Duty.

Equality Characteristic	Impact			Description	Mitigation & Recommendations
	No Impact	Positive Impact	Negative Impact		
				<i>Please enter your reasoning for your assessment based on the evidence you have gathered.</i>	<i>Please enter any mitigations if you have identified a negative impact &/ or recommendation for implementation</i>
ALL protected characteristics and associated themes including: Age, Disability, Gender, Race groups, people with religious or other beliefs, pregnancy and maternity, sexual orientation, carers, poverty and employees				The development of the Integrated Children & Young People's Plan for the Scottish Borders 2018-2021 focuses on Children, young people and their families. The plan outlines how the Children and Young People's Leadership Group will work in Partnership to ensure that all protected characteristics are taken into account, where appropriate, in the actions arising from their identified priorities, as well as adhering to all legislative requirements surrounding the plan.	

3.5	Relevance to the Equality Duty in Summary:	
	What impact will your proposal have on the following : <i>(After considering all the available evidence what impact do you believe the implementation of this proposal will have in relation the Equality Duty?)</i>	
	Equality Duty	Reasoning:
	Elimination of discrimination (both direct & indirect), victimisation and harassment. <i>(Will proposal discriminate? Or help eliminate discrimination?)</i>	The proposals in the Integrated Children and Young People’s Plan 2018-2021 will be positive in terms of actions relating to this equality duty. The action plan will ensure that children and young people are given every opportunity to participate in activities to support them.
	Promotion of equality of opportunity? <i>(Will your proposal help or hinder the Council with this)</i>	There are specific actions in the Plan which promote equality of opportunity for all children, young people and their families.
Foster good relations? <i>(Will your proposal help or hinder the council s relationships with those who have equality characteristics?)</i>	The Children and Young People’s Leadership Group has a monitoring, evaluating and reporting role and will carry this out to ensure that good relationships are formed and continued with those who have equality characteristics.	

3.6	Recommendations & Mitigation	
	Please summarise all recommendations and mitigations for approval by the decision makers who will approve your proposal	
	Characteristic	Mitigation/Recommendation
ALL	The Integrated Children & Young People’s Plan 2018-2021 will be implemented, promoted and monitored to ensure that it is relevant, adaptable and appropriate to meet the needs of all children, young people and their families, regardless of any specific needs.	Approved Yes/No YES

Signed Off (Sign off <u>must</u> be completed by Service Manager or Director)			
Name:	Stuart Easingwood	Directorate:	Children & Young People
Post:	Interim Service Director	Date:	28/11/18

EIA Completed By			
Name	Janice Robertson	Service Area.	Customer and Communities
Post	Strategic Planning & Policy Manager	Date	28/11/18

Next Steps:

	Date
Proposals Approved for Implementation:	22/11/18 Community Planning Partnership Strategic Board
EIA Published:	December 2018
Date for Review of Findings:	November 2019

If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision. For your records, please keep a copy of this Equality Impact Assessment form.