



Title of proposed EIA	Children and young people's plan 2023-2028
Reference No	EQUA1101
EA is in support of	New Strategy
Review Frequency	Annually
Date of first review	18/04/2024
Directorate	Education and Skills
Division	Children and Families
Service Area	
Responsible Officer(s)	<input type="checkbox"/> Colin Michel
Quality Control Officer(s)	<input type="checkbox"/> Viki Sullivan
Accountable Officer(s)	<input type="checkbox"/> Sue M Harrison
Purpose of proposal	An EIA for adopting the Birmingham children and young people's plan as council policy
Data sources	
Please include any other sources of data	Relevant strategies across partnership agencies. Consultation results. Partner data. Relevant policy research.
ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS	
Protected characteristic: Age	Service Users / Stakeholders; Wider Community
Age details:	<p>The children and young people's plan aims to have positive impact on the outcomes of children, young people and their families. The five year strategic framework has been developed to drive system wide improvement to improve children's life chances.</p> <p>The children and young people's plan has been developed in the context of a collaboration between agencies that work with and on behalf of children. The partners are committed to working together using a place-based, whole system approach, with shared values, principles, commitments and priorities. The plan will develop relationship-based, strength based approach to working with children and young people in the context of their families and communities.</p>

and communities.

The priorities in the plan take a life-course approach, working with all ages and stages of children and young people's development. The collective strategic actions of the plan have been designed to support all partners to collaborate across the life course. Strategic implementation plans that will follow the overarching children and young people's plan will bring together agencies and sectors to collaborate. These actions focus on inclusion, safety and connecting to trusted help and support. The plan includes a commitment to work with UNICEF's Child Friendly Cities & Communities initiative, which will create an accountability framework to support strategic implementation of the plan across the life-course approach.

The impact of the plan will be monitored in relation to protected characteristics across all collective strategic actions.

Voice and participation: we will continue to listen actively to children and young people, and to put lived experience at the centre of our work in design, action and review. We will actively engage children and young people in the UNICEF Child Friendly Cities and Communities initiative, and design ongoing action and review of impact with children and young people.

Protected characteristic: Disability

Disability details:

Service Users / Stakeholders; Wider Community

The children and young people plan has creating an inclusive city as one of its collective strategic actions. The SEND and Inclusion strategies that have been developed in alignment with the children and young people's plan have common goals of positive impact in the lives of children and young people, especially those

who are vulnerable, at risk of vulnerability, with regards to SEND. The plan has been developed to drive a place-based and whole system approach to improving outcomes for all children and young people, and with emphasis on those with SEND.

This EIA is presented with alongside an EIA for each of the related strategies for SEND and Inclusion. The wider action under creating an inclusive city will drive forward action on the priorities within these two strategies, with focus on the target groups of children young people in vulnerable cohorts identified within them.

The children and young people's partnership board will have oversight of progress and review impact of the strategies for SEND and inclusion. Impact of all vulnerable groups, including protected characteristics will be monitored and reported to that board.

Protected characteristic: Sex

Service Users / Stakeholders; Wider Community

Gender details:

The children and young people's plan will positively impact the lives of all children and young people, and their families. The plan will respond to those that are vulnerable or at risk of vulnerability with regards to gender, sexual orientation, gender reassignment. and transgender people (LGBTQ+) The plan has been developed with partners to ensure system wide improvements. Under the reporting and review of the CYP plan, impact on vulnerable cohorts and protected characteristics will be monitored.



Protected characteristics: Gender Reassignment

Service Users / Stakeholders; Wider Community

Gender reassignment details:

The children and young people's plan will positively impact the lives of all children and young people, and their families. The plan will respond to those that are vulnerable or at risk of vulnerability with regards to gender, sexual orientation, gender reassignment, and transgender people (LGBTQ+). The plan has been developed with partners to ensure system wide improvements. Under the reporting and review of the CYP plan, impact on vulnerable cohorts and protected characteristics will be monitored.

Protected characteristics: Marriage and Civil Partnership

Not Applicable

Marriage and civil partnership details:

Protected characteristics: Pregnancy and Maternity

Service Users / Stakeholders; Wider Community

Pregnancy and maternity details:

The children and young people's plan will positively impact the lives of all babies, children and young people, and their families. The plan has been developed with partners to ensure system wide improvements. Under the reporting and review of the CYP plan, impact on vulnerable cohorts and protected characteristics will be monitored.

Protected characteristics: Race

Service Users / Stakeholders; Wider Community

Race details:

The children and young people's plan will positively impact the lives of all children and young people, and their families. The plan has been developed with partners to ensure system wide improvements. Under the reporting and review of the CYP plan, impact on vulnerable cohorts and protected

characteristics will be monitored.

#### Protected characteristics: Religion or Beliefs

##### Religion or beliefs details:

Service Users / Stakeholders; Wider Community

The children and young people's plan will positively impact the lives of all children and young people, and their families. The plan has been developed with partners to ensure system wide improvements. Under the reporting and review of the CYP plan, impact on vulnerable cohorts and protected characteristics will be monitored.

#### Protected characteristics: Sexual Orientation

##### Sexual orientation details:

Service Users / Stakeholders; Wider Community

The children and young people's plan will positively impact the lives of all children and young people, and their families. The plan will respond to those that are vulnerable or at risk of vulnerability with regards to gender, sexual orientation, gender reassignment, and transgender people (LGBTQ+) The plan has been developed with partners to ensure system wide improvements. Under the reporting and review of the CYP plan, impact on vulnerable cohorts and protected characteristics will be monitored.

#### Socio-economic impacts

Poverty and disadvantage is recognised as a cross-cutting theme of the children and young people's plan. In the economic situation in 2023 in England with the cost-of-living crisis, difficult situations faced by children, young people and families, are exacerbated with increased financial stress within households, which can impact on mental health and physical wellbeing, and could continue into the following years.

Combined with other factors, poverty

can heighten other vulnerability. This is a factor that will be carefully monitored and considered throughout the strategic actions of the children and young people plan.

It is well evidenced that crisis intervention is more costly than a preventative approach. Development and implementation of the strategic actions for the children and young people plan require place-based and whole system change. Our plan is about working together across the partnership. We face growing demand and pressures on our services and recognise that we must make sure that we collectively understand the needs of our city, combining resources and sharing data to plan how we meet needs most effectively.

Please indicate any actions arising from completing this screening exercise.

We continue to work across the partnership to develop data analysis and to develop data dashboards to improve data and insight work within the children and young people's plan.

Please indicate whether a full impact assessment is recommended

NO

What data has been collected to facilitate the assessment of this policy/proposal?

Data from across partner services, within Children and Families data dashboard, Birmingham Observatory.

Consultation analysis

The children and young people's plan has been developed through three phases of codesign. It involved combining information from research and consultation with children and young people in 2020 and 2023. Fact finding and research from partners throughout 2022, including 'think tank' workshops on priorities, and engagement with all sectors to develop the framework. Refinements were created through board meetings and system leader away day workshop. Schools and education settings have been involved in feedback on the framework, through the autumn of 2022. An additional survey with 900



	children and young people in early 2023 tested and confirmed the framework, and added further voice and lived experience.
Adverse impact on any people with protected characteristics.	None
Could the policy/proposal be modified to reduce or eliminate any adverse impact?	No adverse impacts identified.
How will the effect(s) of this policy/proposal on equality be monitored?	Quarterly and annual reporting and review of impact on vulnerable groups, including protected characteristics.
What data is required in the future?	Greater capacity for data analysis is being developed for the partnership plan. This includes the development of data sharing agreements between partners across the indicators identified within the plan. This will allow for depth of insight and enable greater focus on strategic action identified within the plan.
Are there any adverse impacts on any particular group(s)	Yes
If yes, please explain your reasons for going ahead.	N/A
Initial equality impact assessment of your proposal	
Consulted People or Groups	
Informed People or Groups	
Summary and evidence of findings from your EIA	There are no adverse impacts anticipated as a result of the plan. The plan aims to work across the life course of children and young people to improve their outcomes. Under our reporting arrangements, impact on vulnerable groups, and protected characteristics will be monitored.
QUALITY CONTROL SECTION	
Submit to the Quality Control Officer for reviewing?	Yes
Quality Control Officer comments	
Decision by Quality Control Officer	Proceed for final approval
Submit draft to Accountable Officer?	No
Decision by Accountable Officer	Approve
Date approved / rejected by the Accountable Officer	10/03/2023
Reasons for approval or rejection	




reasons for approval or rejection

Please print and save a PDF copy for your records

Yes

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