

# Children and Young People's Plan

Equalities Impact Assessment



*Better Futures*



**Haringey Children's Trust**  
Working together for the children of Haringey



**The Haringey Children's Trust is made up of representatives of the following organisations:**

- Haringey Council
- Local Safeguarding Children Board (LSCB)
- NHS Haringey
- North Middlesex Hospital trust
- Barnet, Enfield and Haringey Mental Health Trust
- Whittington Hospital Trust
- Great Ormond Street Hospital
- Community Link Forum
- HAVCO
- Learning and Skills Council (London North)
- College of North East London
- Job Centre Plus
- Haringey Primary Schools
- Haringey Secondary Schools
- Haringey Sixth Form Colleges
- Haringey Special Schools
- Haringey Probation Service
- Metropolitan Police
- Haringey Youth Offending Service
- Haringey Youth Council
- Haringey North Area Children's Partnership
- Haringey South Area Children's Partnership
- Haringey West Area Children's Partnership

For more information visit our website at: **[www.haringey.gov.uk](http://www.haringey.gov.uk)**  
or email us at **[cypp@haringey.gov.uk](mailto:cypp@haringey.gov.uk)**

## **HARINGEY COUNCIL**

### **EQUALITY IMPACT ASSESSMENT FORM**

**Service:** Haringey's Children's Trust

**Directorate:** Children & Young People Services

**Title of Proposal:** Better Futures ~ The Children & Young People's Strategic Plan 2009 -2020

**Lead Officer (author of the proposal):**

**Deputy Director, School Standards and Inclusion**

**Names of other Officers involved:**

**Head of Primary and Special Standards (Enjoy and achieve)**

**Head of Secondary Standards (Enjoy and achieve)**

**Associate Director, Public Health (Be healthy)**

**Deputy Director, Children and Families (Be safe)**

**Head of Children's Network & lead for Children, Young People, Parent & Community Participation (Make a positive contribution)**

**Head of Secondary Standards (Achieve economic well being)**

**Equalities and Diversity Manager (Equalities Team)**

## **Step 1 - Identify the aims of the policy, service or function**

The Children and Young People's Strategic Plan (CYPP) is the single statutory, overarching plan for all services which directly affect children and young people in Haringey. Developed by the Children's Trust the Plan lays the foundations for improving outcomes for children and young people in Haringey.

The vision of the Children's Trust is that:

**We want every child and young person to be happy, healthy, safe and confident about the future.**

The Plan is based on the five Every Child Matters outcomes which cover all aspects of children and young people's lives

Be healthy

Stay safe

Enjoy and achieve

Make a positive contribution

Achieve economic well-being

This Equality Impact Assessment (EIA) will be based on the Every Child Matters Outcomes and the ten priorities for 2009 – 2020 set out in the Children and Young People's Plan.

### **Be healthy**

Priority 1: Improve health and well-being throughout life

Priority 2: Improve the sexual health of young people

### **Stay Safe**

Priority 3: Improve safeguarding and child protection

Priority 4: Develop positive human relationships and ensure personal safety

### **Enjoy and achieve**

Priority 5: Develop sustainable schooling and services with high expectations of young people

Priority 6: Engender lifelong learning for all across a broad range of areas both in and out of school.

### **Make a positive contribution**

Priority 7: Give young people a greater stake in their future and pride in their local community

Priority 8: Develop children and young people as global citizens

### **Achieve economic well-being**

Priority 9: Provide a greater range of curriculum provision, opportunities and choice

Priority 10: Empower families and communities

**In addition there are five cross cutting themes which are particularly relevant for the EIA assessment:**

- Keeping vulnerable children safe and promoting their welfare
- Early intervention and prevention
- Addressing child poverty, tackling inequalities and narrowing the gaps in outcomes and achievements that exist between groups of young people
- More responsive services that are better at supporting children, young people and families to build strong social and emotional well-being
- Integration of services

**Step 2 - Consideration of available data, research and information**

**Population**

- The population of Haringey in 2007 was estimated to be 224,700, 3.8% larger than it was in 2001 (ONS 2007 Mid Year Estimates).
- Haringey has been ranked as the 17th most populated borough in London (ONS 2007 Mid Year Estimates)
- Haringey's population is projected to be 248,800 by 2031. This is a 14.9% increase on the current 2007 figure (ONS 2006 Sub national population projections)
- Approximately 160 languages are spoken in Haringey (2007 School Census)
- Some 54.7% of the population overall, and 64% of 0–19 year olds, are from ethnic minority backgrounds (2001 Census)
- Almost 50% of residents born outside the UK are from Asia and Africa (2001 Census)
- In 2007/08 the top five countries of birth for new national insurance registrations were Poland, Bulgaria, Romania, Hungary and Italy (National Insurance Registration Figures 2007/2008)
- There are significant differences in wealth, income, housing, employment and life expectancy within the borough with parts of the east experiencing considerably higher levels of deprivation than the west
- The 54,000 children and young people living in Haringey are not all the same
- The Needs Assessment shows, they will face different challenges even from before birth
- The available data allows us to illustrate and quantify some of this difference in order to provide a more accurate picture of the challenges facing groups of children and young people in the borough.
- Be Healthy
- The stillbirth rate is 6.4 per 1000, compared to 6.2 and 5.2 per 1000 for London and England respectively
- Low birth weights were highest in the North Network Area (9.6%) and lowest in the West Network Area (6.4%)
- 8.57% of mothers smoke during pregnancy which is behind the local target of 5.0%
- Indications are that over one third of children, aged 10-11 (Year 6), are either overweight or obese, compared to under one quarter in the reception year

- 42% of adults in drug treatment in Haringey are parents
- A total of 277 young people aged 19 years and under were diagnosed with Chlamydia in 2007
- In 2007 the teenage conception rate was 70.0 per 1000; highest in the North Network Area (94 per 1000) and lowest in the West (40 per 1000)
- There are an estimated 2568 children aged 5-16 with mental health problems
- There are approximately 3100 children and young people with disabilities in Haringey with approximately 700 having complex and long term disabilities

## **Key Issues**

### **Reduce the health inequalities between the East and West of the borough.**

- Increase the uptake of immunisations in Haringey which remain well below national target levels
- Reduce infant mortality
- Reduce the high level of teenage pregnancy
- Increase the number of people tested for Chlamydia to identify young people that already have Chlamydia and work on the future spread by promoting wider use of condoms
- Address the mental health issues which will affect 2650 children and young people by 2013, and in particular for vulnerable children who are five times more likely to develop mental health problems
- Reduce the level of obesity especially in the North and South network areas
- Address the low rate of referrals into specialist services for drug user
- Take forward the recommendations from the Scrutiny review of the early identification, assessment and referral of children and young people with drug and alcohol problems
- Ensure greater read across to other relevant strategies when dealing with children and young people with drug and alcohol problems e.g. teenage pregnancy, Children and Adolescent Mental Health Service (CAMHS), Integrated Youth Support, safeguarding plan
- Produce data on smoking and eating habits at ward level to better understand these behaviours and produce targeted interventions at high risk communities

### **Stay Safe**

- 173 children were subject to a child protection plan, most of whom lived in the North and South network area
- Of those subject to a Child protection Plan 84.4% are aged 5-15 and the biggest group is aged 5-9 (30.6%). The largest ethnic group is White at 42.2% and the second is Black/Black British at 34.7%. This signifies an over representation of Black/Black British in this category
- 476 children and young people are in care, the highest concentration being in the North and South Network area
- In 2007/08 there were 1849 youth victims of crime. This is a 19% reduction from the previous year
- 16.7% of looked after children aged 10 or over (looked after continuously for 12 months or more) were cautioned or convicted of an offence during the year. This is considerably higher than last year's position of 9.3%

### **Key Issues**

- Improved processes and procedures in place and working effectively across the partnership
- Better picture of individual need established leading to improved quality of plans with all participants fully involved
- Staff are effectively managed, supervised and supported in carrying out their duties
- Effective collection, use and analysis of data leading to improved interpretation of available management information
- Reduced number of referrals as a result of preventative work
- Improve young people's awareness of how to keep themselves safe when in their schools and local community
- Agencies need to be able to identify and better support girls who are potentially at risk of Forced Marriage, Honour Based Violence, Female Genital Mutilation and Trafficking
- Review of services for children who witness Domestic Violence, particularly the impact of hidden harm. More focus needs to be given to prevention work, particularly in schools as part of the PHSE agenda and in Children's Centres as a venue for community based DV awareness initiatives
- The Domestic Violence Multi Agency Risk Assessment Conference (MARAC) in the 10-month period beginning September 2008 dealt with 216 high risk cases of DV. Linked to these were 152 children who are living in high risk Domestic Violence situations in Haringey. Given the increased reporting of Domestic Violence in London during 2008-9, expected to continue, we can anticipate that the numbers of children witnessing serious Domestic Violence in Haringey will also increase
- Attention needs to be given to assessing and reviewing the needs of children accommodated in Refuges in Haringey, particularly where the Refuge does not employ a specialist children's worker
- There is a need to provide more short breaks for families with children with complex needs including autism and health needs

### **Enjoy and Achieve (Data sets are taken from 2008)**

#### *At Foundation Stage:*

- Nearly two thirds of the bottom 20% of the Foundation Stage Profile (FSP) cohort are boys
- At Key Stage 1: 38% of White UK pupils attain L3+ in reading compared to 12% African
- At Key Stage 1: 38% of White UK pupils attain L3+ in reading compared to 12% African
- Caribbean, 13% African, 2% Turkish, 32% Irish, 29% Nigerian and 25% White Other pupils
- At Key Stage 2:
- The attainment of 'mobile' pupils is significantly below 'non mobile' pupils. In English, for example, 63% of mobile pupils attain L4+ compared to 79% of non-mobile pupils
- 62% of Free School Meal (FSM) pupils obtained English level 4+, compared to 83% of non FSM pupils. Mathematics and science have similar differences
- Key Stage 4: The percentage of young people achieving at least one qualification at GCSE has improved by 1.1% to 96.0%, but remains below the national which is 98.6%

- There remain significant differences between ethnic groups in the five+ A\* - C (including English and maths) indicator – 65% of White British pupils compared to 36% of African pupils, 30% of Caribbean pupils, 27% of Turkish pupils, and 28% Kurdish pupils
- The numbers are very small but Mixed White and Caribbean (four pupils) and Black Other (three pupils) are over-represented in the permanent exclusion data

### **Key Issues**

- There is a need for Children Centres to target priority groups more effectively e.g. workless households, lone parents, teenage parents, children living in households where there are low and medium levels of Domestic Violence and families with children 0-5 years
- The percentage of pupils achieving the Foundation Stage improvement target (percentage achieving at least 78 points and six+ in all PSE and CLL) has improved from 41.2% to 43% but is still below the national of 49%
- There has been an improving trend at Key Stages 1 and 2, but results are still below national levels
- There are significant differences between the results of the West Network in comparison with the North and South Networks. These differences are also linked to differences between pupils eligible for free school meals and pupils not eligible. The differences in attainment are particularly marked at the higher levels of each key stage (including the Foundation Stage)
- There has been a good trend in reducing the percentage of low attaining pupils, but the percentage of such pupils is still above national figures and needs to be reduced further
- The number of schools where fewer than 55% of pupils attain both English and maths level 4 or above at Key Stage 2 has been reducing but is still too high at 13 schools in 2008 and 11 in 2009
- Ofsted primary school reports show a higher percentage of outstanding schools than national. The number of satisfactory schools, however, is too high. We need to ensure more schools move from satisfactory to good and outstanding
- We have been successful in driving down the number of schools below the GCSE threshold of 30% five+ A\*-C grades (including English and maths) from six in 2003 to none in 2009. We need to ensure that no schools are below that threshold and continue to improve attainment at GCSE
- The number of pupils leaving school with no qualifications has reduced and we want to reduce this further so that all pupils who are able to can leave school with some qualifications
- The attainment of many minority ethnic groups has been improving at all key stages. The gap, however, between Black Caribbean, Black African, Kurdish, Turkish and Other White pupils with their White British peers is still too wide and needs to be a constant focus
- The attainment gap between pupils eligible/not eligible for free school meals is similar to national at KS2 and below national at GCSE. The gaps, need to be reduced further
- A higher proportion of pupils than nationally say that they do not have someone to talk to when they are worried about something (TellUs 3 survey)
- A higher proportion of pupils than nationally say that they have not participated in any group activity led by an adult outside school lessons (TellUs 3 survey)

- The attainment of Looked After Children in Haringey is generally above their national peers, but remains significantly below the overall levels of Haringey pupils
- Overall attainment at Key Stage 5 needs to continue to improve, particularly the total average point score for each student

### **Make a Positive Contribution**

- There are over 250 care leavers. Care leavers are much less likely to go into higher and further education and much more likely to have health problems, be unemployed or homeless than their peers
- There are 723 children and young people providing care to members of their family
- There are 198 unaccompanied asylum seeking children

### **Key Issues**

- Our children and young people, their parents and the Children's Trust are concerned about the negative portrayal of young people in the media and the impact this may have on their emotional well-being and their sense of belonging and ownership within their communities
- There needs to be greater consistency of practice across the Council in demonstrating to young people how they have influenced decisions
- We need to develop strategies for children and young people who do not engage in mainstream activities
- As corporate parents, it is essential that we fulfil our responsibilities by developing a range of mechanisms to listen to the voice of children in care so that their rights as a child are upheld and their well-being is improved
- Our young people have identified 'sex and relationships' as a continuing issue that they wish to see better addressed
- The 'Tellus Survey' 2008 indicated that, compared to their peers across London, far fewer Haringey children participated in activities with an adult after school
- The Youth Council has identified as a key priority "improving understanding and unity between different groups of young people"
- The Tellus Survey indicated that a higher proportion of children and young people than the national average were worried about crime

### **Achieve Economic Well-Being**

- 29 Haringey Lower Super Output Areas (LSOAs) (approx 20%) are amongst the 10% most deprived in the country
- Young people aged 16-24 account for 14% of all people in the borough claiming out of work benefits
- There are 6460 lone parents claiming Income Support, which accounts for 4.1% of the working age population
- 631 people with dependant children are claiming Job Seekers Allowance
- 36.4% of children live in families who are in receipt of out of work benefits
- Bruce Grove (8.8% of total NEETS), Noel Park and White Hart Lane wards (both at 8.0%) have the highest percentage of young people Not in Education, Employment or Training (NEETS)
- Approximately 7500 children are homeless and living in temporary accommodation
- 70% of households accepted as being unintentionally homeless and in priority need have dependent child living with them

- Young people, aged 16–24, account for just over a third of the single homeless people living in temporary accommodation

### **Key Issues**

- Worklessness remains a persistent problem in Haringey
- The recession is beginning to have a major impact on the labour market. From May 2008 to February 2009 the number of people claiming Job Seekers Allowance in Haringey increased by 1244 (31.8%). Some 42% of this increase can be attributed to young people aged 16-24
- In the year to June 2008, 66.5% of Haringey's working age population was in employment, lower than both the London and England averages of 70.6% and 74.5% respectively. This employment rate ranks Haringey amongst the bottom 10% local authority areas in England
- Young people aged 16-24 account for 14% of all people in the borough claiming out of work benefits
- Low skills and low educational attainment in Haringey are a significant barrier facing young people accessing sustainable employment
- The current economic climate will make it more challenging for young people to access employment opportunities due to increasing unemployment and falling vacancies
- The recession is likely to cause a rise in the number of children living in poverty
- There are 54,000 children in Haringey of which 43,500 belong to a family in receipt of Tax Credits. Thirty seven per cent of children in Haringey belong to a family which receives Child Tax Credit where the claimant is Out of Work. A further 36% belong to a family receiving more than the basic rate of Child Tax Credit, meaning that someone in the family is working, but has a low income. This is a clear indication of poverty in Haringey, as these families are unable to fully support themselves
- There is a need to tackle homelessness and continue reduce the number of households in temporary accommodation

### **2 b) What factors (barriers) might account for this under/over representation?**

- Overall, Haringey is a changing borough that faces many challenges. There is a growing population, and a population that is rapidly changing with new arrivals to the area. Haringey is diverse, with extremes of levels of deprivation across a relatively small area. Some areas face very high levels of deprivation that will impact on the opportunities for children and young people to achieve good outcomes
- Population turnover in Haringey is high. Mobile populations are difficult to count as these people are often not included in the usual ways we measure the population. It is therefore difficult to obtain an accurate understanding of the needs of these populations. People who are highly mobile, such as travellers, migrant workers and their families, unaccompanied minors, people who are homeless and people seeking asylum may have greater difficulty accessing basic preventive services than others and thus may experience greater need. It is important to consider how to meet particular needs of these groups

- The main barrier accounting for over representation of particular groups is poverty which is caused by many factors including unemployment, low skill levels, too great a reliance on benefits and low aspirations. The current recession coupled with high rates of unemployment in some Wards means that this is likely to be an increasing problem. This creates a vicious circle for some families as these issues are intergenerational
- Education, skills and training are possible routes out of poverty and the need to engage all young people before they become NEET is essential. Raising educational standards across all key stages will also enable young people to have more choices in terms of post 16 opportunities

### Step 3 - Assessment of Impact

3 a) How will your proposal affect existing barriers? (Please tick below as appropriate)

Increase barriers	<b>Reduce barriers</b>	No change
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#### General Comment

- Services need to be able to adapt to needs in different parts of the borough and amongst different communities, in order to more effectively target resources and improve outcomes. The data illustrates the challenges that face many of the children and young people living in the borough. Challenges that, unless addressed, are likely to impact upon their health, well-being and life chances now and on their future lives as adults. In spite of these challenges, many children and young people achieve a great deal in their personal lives and in school and overcome the barriers
- The data also illustrates how some groups of children and young people in Haringey face an accumulation of difficulties as a result of their personal circumstances. For example, a young person living in Haringey today may face a range of issues in their lives at any one time. This could include Domestic Violence, temporary accommodation and teenage pregnancy. It also emphasises the importance of services working together to better address in an integrated way a range of issues. This reinforces the need to consider how we can best target resources to improve outcomes

#### Be Healthy

- A major challenge is to reduce health inequalities, particularly between those living in the east and west of the borough. These inequalities include infant mortality which disproportionately affects black and minority ethnic mothers. We have seen that the uptake of immunisations in Haringey remains well below national target levels and that our children and young people need to be supported in making healthier choices about their lifestyles
- We have seen evidence of improved outcomes in some areas – for example Haringey has better than average standards of oral health amongst children and we have noted the need to try and collect more and better more local data, for example, in relation to the mental health of children and young people. Teenage pregnancy continues to be a challenge. An improved data set is being collected for teenage pregnancy

that will help us better understand which communities are most affected and where the hotspots are. This will enable targeted support to be provided. The Infant Mortality work aims to ensure that minority ethnic mothers to access antenatal service earlier

## **Stay Safe**

### **Children in care**

- Overall we continue to see some significant improvements in outcomes for children in care, particularly around those attaining five or more GCSEs at grades A\*-C (23%) compared to the London and England averages of 16% and 14% respectively. Over the next year, particular attention needs to be paid to reducing targeting offending rates of children in care and although some progress has been made in improving absenteeism, this remains a key issue for both authorised and unauthorised absences. Work is ongoing in this area it must be remembered that the cohorts are statistically small, and the children who make up groups is unique each year and therefore make year on year comparisons more complex

### **Safeguarding**

- During the year there has been an increase in the number of children in care, and a decline in the number of initial child protection conferences and a subsequent fall in the number of children subject to a child protection plan. There are more children in care from ethnic minority groups especially from Black or Black British families. In the last five months from October 2008 to February 2009, 115 children came into care, 18 of whom had previously been the subject of a child protection plan. The JAR Inspection 2008 reported that the response to referrals has been overall inadequate, resulting in poor assessments and insufficient levels of early intervention – including working with children and families prior to being made subject to a protection plan
- In addition, the high number of children being brought into care at the point of first referral indicates that further work is required within the universal services, to support earlier identification of vulnerable children and those at significant risk. Work is underway to further develop the use of the Common Assessment Framework
- The JAR in October 2008 highlighted the over-emphasis on performance indicators, on achieving our performance targets against the indicators at the expense of high quality child focus assessments. The initial stages of readdressing this has resulted in an improvement in the quality of assessments but a significant reduction of initial and core assessment completed within the timescale. The latest data sets indicate improved quality and timescales

### **Gaps in data**

There is currently no single locus for the collection of domestic violence data, and therefore we are unable to provide a complete picture of young people who are either victims, the perpetrators or witnesses to domestic violence.

The data on vulnerable groups especially in relation to crime, needs to be better triangulated across services so that we are able to understand the particular mix of issues that need to be addressed as well as considering better use of the multi agency approaches to early intervention and prevention.

## **Enjoy and Achieve**

- Provision for children and young people with disabilities
- Since 2005 there has been high levels of investment in play areas in local parks and the Council has renewed and upgraded a number of sites. These include Finsbury Park, Chestnuts Park, Priory Park, Ducketts Common and Markfield Park
- The Council has also installed much better provision for children and young people with disabilities in order to create a network of sites that are accessible. This will continue for the next two years as a result of combined £1.65m funding from Central Government, through the Playbuilder initiative, and from Haringey Council. Through this funding, a minimum of 22 sites will be improved or created anew and all of these will seek to incorporate equipment and surfacing that is accessible for children with disabilities

## **Make a Positive Contribution**

- Children and young people are routinely consulted in planning for new or improved provision. This is undertaken through structured consultation sessions with schools and community organisations and is the key information used by the Council in implementing the design and equipping of play areas
- Haringey's 2007/08 Young People's Residents Survey shows that our young people's perceptions of the image of Haringey Council is broadly in line with young people's perceptions of councils across London. Sixty per cent of young people agree that Haringey Council provides services which young people need. Although this is 4% higher than in London, it represents a 6 percentage point decrease on the 2006/07 Survey
- Since last year there has been an 8% increase in the proportion of young people who agree that the council listens to concerns of young people and that it keeps young people informed about what they are doing, which means these perceptions are higher than the average for London councils. Also, there has been a 17% increase in the proportion of young people who agree that the Council involves young people when making decisions. This is reflected in the significant decrease of 12% points in the proportion of young people who say that the Council 'doesn't do enough for people like me'
- The agencies that form the Children's Trust have consulted with children and young people on a range of issues including participatory budgeting and anti-bullying, as well as ascertaining the views of those with special educational needs (SEN) and those in care. The feedback received from these consultations has been fed into strategy development and has helped to inform service delivery

## **Findings from the Tell Us 3 Survey results 2008/09**

- In 2008, 32 Haringey schools took part in the Tell Us 3 survey, which is run by Ofsted. These responses highlight areas where the experiences of children and young people in Haringey differ to those across England. On a positive note, more responded positively about areas of education, parks and how their schools deal with bullying. Nonetheless, the survey also underlines existing concerns about social and emotional aspects of learning, levels of participation both in and out of school and how students are able to access learning support

- Of the 32 schools that responded, 26 were primary, three were secondary, two were special schools and one was a pupil referral unit

### **Powerful Voices**

As part of our commitment to listening and responding to the voices of all children and young people, Haringey held its first Powerful Voices Conference in 2008, involving 120 children. The aim of Powerful Voices was to consult Year 5, 6, and 7 students including those with disabilities and special educational needs and to learn their opinion on education and other services that affect them. The format of the conference enabled pupils to actively participate and demonstrates a practical, creative approach to developing a culture of involving and listening to children. The theme of last year's conference was 'Places where I learn and play'

### **SEN Pupil Survey**

- Special schools and secondary schools in Haringey were contacted, inviting them to complete the survey with children and young people in their school who were on the SEN Register
- Twelve schools in Haringey took part in the project, with different numbers of children and young people in each school completing the two questionnaires
- In total, 138 children and young people completed the 'About School' questionnaire in ten schools, and 198 children and young people completed the 'About Learning' questionnaire in nine schools
- The aim of the project was to gather the views of children and young people with special needs attending schools in Haringey. The project aimed to gather children and young people's views about their experience of school, of learning and of planning for education in the future

### **Young people's views on sex and relationship education (SRE)**

100 young people participated in the survey. All were elected members of Their school council and were spread across the 11 to 18 age range. The survey was undertaken over a period of the Summer term 2008. Eight schools participated in the survey.

### **Achieve Economic Well-Being**

There are significant differences in wealth, income, housing, employment and life expectancy within the borough with parts of the east experiencing considerably higher levels of deprivation than the west. In order to reduce the barriers we need to equip young people with the qualifications, skills and ambition to achieve especially when their family situation may mitigate against them achieving

### **3 b) What specific actions are you proposing in order to respond to the existing barriers and imbalances you have identified in Step 2?**

#### **Be Healthy**

- We aim to narrow the gaps that exist in terms of health and life expectancy across the borough, for example, teenage pregnancy rates, sexual health, alcohol and drug reducing teenage Pregnancy rates improve sexual health, further address alcohol and drug misuse and obesity levels

- We have strengthened the Teenage Pregnancy Strategic Partnership Board and refocused our priorities. We will increase contraception use through extending access to condoms and reviewing and promoting the uptake of long acting reversible contraceptives; we will improve the quality of sex and relationship education in schools; and we will strengthen and target work with young people at greater risk. These three areas will be underpinned by the development of a more timely reporting system on conceptions and proxy indicators for performance management. We have seen NHS Haringey achieve the Chlamydia target for 2008/09 and approximately 4370 young people were screened

This has been achieved through a co-ordinated multi-agency plan involving primary care, education and the voluntary sector.

#### **The key actions within the plan have been:**

- The training of the workforce to promote and give out test kits which has included primary care health professionals, youth workers and voluntary sector workers
- Raising awareness of the programme through colleges, schools, outreach workers and a media campaign
- This year the target is 7025 Chlamydia screens. This will be challenging and will require an increase in activity by all partners. NHS Haringey has almost completed a piece of social marketing and along with the findings of the 'Turning the Curve' exercise this will inform the plan for this year.
- We have highlighted a number of successful targeted initiatives such as the Healthy Schools Programme and the roll out of the HPV programme
- A sexual health needs assessment is planned for 2009/10. We will ensure our sexual health services meet the You're Welcome kite mark by June 2010
- We will increase immunisation rates by embarking on GP practice visits to support practices to meet targets
- We have reviewed our Infant Mortality Strategy against new Department of Health guidance and will take forward any recommendations for implementing best practice arising from the Department of Health Infant Mortality Support Team Visit due January 2010
- A CAHMS Needs Assessment has highlighted the needs to collect more robust information/data for children with mental health problems

#### **Stay Safe**

- In 2008/09 following the Joint Area Review of Safeguarding in Haringey an action plan was produced which will form the improvement plan for the next three years for Stay safe. The plan sets out some key outcomes including:
- Clear partnership structures developed with ownership from key partners and effective communication plan in place
- High quality safeguarding services provided across the Borough
- Staff are effectively managed, supervised and supported in carrying out their duties
- Better picture of individual need established leading to improved quality of plans with all participants fully involved
- High quality technology used effectively to support staff in their day to day work
- The responsibility for data and effective performance management is owned by all staff

- Improve the systems for the collection and monitoring on bullying and anti-discriminatory incidents and raise the awareness of young people and schools about bullying and discrimination and community cohesion
- Reduce young people's involvement in serious youth violence and extreme violent organisations
- Support those most at risk of exclusion or being engaged in crime or on the fringes of crime/anti social behaviour to engage in positive activities and programmes to help them to better understand the consequences of their actions
- Reduced number of inappropriate referrals due to improved preventative work Information shared appropriately
- There is a need to put in place an effective protocol which established clear responsibilities for assessing the needs of, and providing support for carers aged under 18 including the period of transition from Children to Adult Services
- Implement programme of multi-agency training, including domestic violence and risk assessment
- Domestic violence and parenting support commissioning intentions completed

### **Enjoy and Achieve**

- We will narrow the attainment gaps between pupils with special needs and their peers
- Increase the educational attainment of under-performing ethnic groups like Caribbean boys and Turkish pupils
- At key stage 1& 2 continue the focus on narrowing the attainment gap at level 3 between White UK pupils and other ethnic groups
- At key stage 2 Continue to narrow the attainment gap between pupils in the west and those in the north and east NLCs and between pupils eligible for free school meals and pupils not eligible
- At key stage 2 continue strategies to close the gap between the attainment of boys and girls
- Interventions at GCSE include:
  - Provide a focus on the attainment of five good GCSE grades including English and maths by all pupils, with a focus on Turkish, Kurdish, Caribbean and African pupils whose attainment remains below the Haringey average
  - Close the gap between pupils eligible and not eligible for free school meals.
  - Continue to address the NEET and unknown levels
- Interventions on exclusions include:
  - The Local Authority, under its Key to Well-Being strategy, is currently reviewing the strategies used by schools to prevent exclusions and improve behaviour. This is a major, key piece of work for 2008-10 and schools will be supported to share best practice through the National Strategy for Behaviour and Attendance. The continuation in primary schools of the Social and Emotional Aspects of Learning (SEAL) programme and the introduction of SEAL in secondary schools will also support this work
  - Schools with higher levels of permanent and fixed-term exclusions will be supported through School Improvement Partner (SIP) discussions with

schools and the work of the Primary and Secondary Behaviour teams as well as the Head of Attendance and Welfare

### **Make a Positive Contribution**

- Haringey has been very effective in creating strategic opportunities for young people to collaborate and contribute to decision making, however the process for demonstrating to young people how they have influence decisions requires greater consistency of practice across the Council. We will develop ways of showing them what impact they have had on policy
- The Children's Trust has made clear its commitment to listening to children and young people, and we now need to focus on developing strategies to involve those who do not engage in mainstream activities
- We must get better at publicising positive activities for children and young people and pay particular attention to improving access for those with special educational needs and disabilities

### **Gaps in data**

- Haringey Youth Council held their Shout Event in November 2008 which was attended by 220 pupils. The aim was to get young people's views on the environment, gun and knife crime, intergenerational dialogue, poverty and sex & relationship education. Issues highlighted will be fed back to local decision-makers

### **Achieve Economic Well-Being**

- The numbers of young people who are NEET is likely to increase as the recession continues to impact on employment opportunities. The strategy to continue to reduce the NEET levels is fundamental to improving the skills base and possible increased unemployment of young people
- Ensuring that there is a sufficient range of courses at every level and in a range of subject areas is also fundamental to providing choices
- The increasing numbers of young people achieving 5+ A\*-C GCSE with and without English and mathematics has meant that there are many more opportunities for post 16 progression
- Publicity and communicating the opportunities available post 16 to young people and their families is essential to create future ambition and a desire to achieve/aspire. These are actions which form part of the strategy developed through the work of Connexions the 14-19 team and schools
- There are also ranges of ways being used to engage with parents/families to better understanding the opportunities for young children and at the same time to engage and encourage adults to improve their own skills through family learning
- There are specific actions being taken to better address issues for families around homelessness and temporary accommodation

**3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?**

The CYPP is a comprehensive plan which is based on an evaluation of the first CYPP, a thorough analysis of needs and a detailed consultation process. The Implementation Plan fully addresses the groups and actions identified and will be reviewed after six months.

It is also through the cross cutting themes that the barriers will be addressed;

- Keeping vulnerable children safe and promoting their welfare
- Early intervention and prevention
- Addressing child poverty, tackling inequalities and narrowing the gaps in outcomes and achievements that exist between groups of young people
- More responsive services that are better at supporting children, young people and families to build strong social and emotional well-being
- Greater Integration of services

#### **Step 4 - Consult on the proposal**

#### **4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?**

The Children and Young People's Service in September 2008 began the process of consultation on the new CYPP. The consultation process was undertaken with the Corporate Consultation Team. Consultation was undertaken in two stages. The first was organised through a major event, the '2020 Vision Day' held at The Bernie Grant Centre.

#### **The event was attended by over one hundred people including representatives from:**

- Primary, Secondary and Special Schools
- Children's Centres
- Cafcass,
- Haringey PCT
- Youth Offending Service
- The Metropolitan Police
- Learning and Skills Council
- Politicians
- Children and Young People's Service
- Young Advisors

The 2020 Vision Day was organised around the 'World Café' theme'. This is a structure designed to enable discussions on a topic to build and develop over a period of time, as participants rotate from one small group to another. Through this method, everyone has the opportunity to contribute ideas to each topic of discussion. At the end of the session, the collective notes on each topic are collated and recorded as a summary. Haringey's World Café provided the starting point for the writing of the new Plan.

The second stage consisted of online surveys, focus group meetings and events. The range of methods used ensured that stakeholders throughout Haringey were consulted. Throughout the process particular attention was paid to ensure that the views of children and young people were gathered. The timing of the consultation process ensured that the views of stakeholders were

gathered in sufficient time in order to inform at an early stage the development of the new CYP. It was decided to undertake a variety of methods to consult with stakeholders. The first of these was through an online survey.

The online survey was an appropriate method to reach a wide range of stakeholders, but it was recognised that, however the language was adapted, it was not a suitable method to ensure coverage of all those in Haringey who might have a view on the future direction of services for young people. In addition to the survey, therefore, a range of other activities were undertaken.

For groups less likely to respond to the electronic survey, face to face focus group meetings were held. A series of meetings was undertaken using the questions from the survey as a basis, but providing the opportunity for verbal feedback to be represented. Groups consulted in this manner included:

- Lesbian Gay Bisexual Transgendered Young People
- OJ/Charedi Jewish
- Muslim Youth Forum (Males)
- Kurdish Parents
- Teenage Parents
- Turkish Cypriot Women's Project
- Young People attending YOS
- Area Assembly and Young Advisors

The range of these focus groups ensured that the views of children and young people were well represented; the majority of groups either consisted entirely of, or represented, young people. The focus groups enabled the views to be obtained of many groups and individuals often 'hard to reach' when seeking information.

The views of younger children were sought through school visits, and invitations to take part in poster competitions related to proposed improvements and services.

Elected Members were invited to respond to the online survey, and in addition were consulted through discussions held at the Members' Conference in June 2009.

## **General findings and issues raised from consultation**

### **Be Healthy**

- Encourage people to be more involved in activities, both in and out of school
- Ensure schools teach the fundamentals of a healthy lifestyle
- Encourage greater participation in sport
- Provide schools with trained specialists
- Develop volunteering activities for young people
- Ensure that services are effectively promoted to young people
- Health services should provide interpreters
- Relationships and sex education should be in depth, and taught to young people an appropriate age

### **Stay Safe**

- Make safeguarding a top priority for everyone
- Develop greater police presence in public areas
- Focus preventative work on children at greatest risk
- Increase security at schools
- Ensure integrated delivery of services
- Ensure staff training is up to date
- Work with families so they understand the importance of their role
- Use voluntary agencies
- Ensure safeguarding systems are transparent
- Improve security in schools
- Provide better accommodation for young people

### **Enjoy and Achieve**

- Encourage greater parental involvement in education
- Recognise the importance of play in education
- Support the needs of disadvantaged groups so nobody gets left behind
- Focus on enjoyment as well as achievement
- Promote the importance of play in learning
- Schools should provide greater access to out of hours facilities and courses out of hours
- Greater support should be provided for excluded students
- More help should be provided for those pupils who fall behind at school

### **Make a Positive Contribution**

- Listen more to the views of young people
- Encourage greater participation of young people in decision making
- Work effectively with a wide range of partners
- Further promote intergenerational and intercultural activities
- Support young people to be positive about their environment, their lives and their futures
- Balance the importance of thinking both locally and globally

### **Achieve Economic Well-Being**

- Continue to develop local apprenticeships
- Ensure there is effective and impartial careers education and guidance for young people, and that young people are fully aware of their options post-16
- Continue to raise the profile of work experience
- Encourage stronger links with local businesses
- Promote career planning and ongoing training and learning
- More alternatives should be provided to formal academic qualifications

## **4 b) How, in your proposal have you responded to the issues and concerns from consultation?**

Following the consultation ten priorities were identified these came from the 2020 Vision Day, and have been integrated into the CYPP priorities for 2009-2020. They are listed on page 2

**Below are the headlines issues from the consultation process.**

**Be healthy**

- Develop and implement an action plan for childhood obesity based on national best practice
- Continue to implement the childhood measurement programme
- Increase the participation of children and young people in high quality physical activity
- Provide support to schools to achieve and maintain Healthy School status and embark on the Healthy School programme
- Implement information management as set out in the NHS London guidance
- Implement performance framework for immunisation action plan and primary care
- Improve access to antenatal services
- Increase breastfeeding rates
- Support and promote healthy weaning
- Amend the infant mortality action plan
- Support the development of the Parent and Infants Psychological Therapy Service
- Agree and implement a school aged model for emotional well-being and health
- Monitor CAMHS Access (Single Point of Entry)
- Review the ADHD pathway
- Implement NSF Standard 9
- Implement the Healthy Child Programme and the Early Years Foundation Stage
- Promote and support the Hidden Harm agenda
- Improve our data on teenage conceptions
- Extend the 4YP service to support reduction in repeat terminations increase the uptake of contraception
- Adopt the 'You're Welcome' and 'Speakeasy' programmes

**Stay Safe**

- The Implementation Plan for stay safe includes actions which will deliver on issues raised during consultation following the JAR Inspection. The plan contains explicit actions on information sharing and communication across the partnership. It also includes the development of a local prevention strategy. Other issues raised are contained in the stay safe plan but are addressed as part of business as usual. Within every school there is a designated professional with child protection responsibilities and therefore children can approach this individual. Through the Local Safeguarding Children Board social workers receive training on different cultures and environments
- Raise the awareness of young people and schools about bullying, discrimination and community cohesion
- Further develop the capacity with schools of young people reporting incidents
- Improve the security of secondary schools through the work of Safer Schools Officers and the additional resources from a recent successful grant application
- Provide all schools with the opportunity to undertake relevant training for

- pupils to develop their emotional resilience
- Support schools in developing their procedures to undertake high quality risk assessments for school visits and activities
- Support those most at risk of exclusion or being engaged in crime reduce the number of first time entrants to the youth justice system

### **Enjoy and Achieve**

- Ensure that no Early Years provision is judged by Ofsted to be inadequate
- Ensure that there are no Haringey schools in an Ofsted category of concern
- Further develop the leadership capacity in schools
- Ensure that pupils make progress at least in line with national expectations
- Continue to increase the proportion of students gaining at least five GCSE grades A\*-C including English and maths at least in line with the national rate of increase
- Reduce to the national average the proportion of students leaving Year 11 with no formal qualifications
- Continue to improve overall performance post 16 to reach or exceed national levels
- Improve attainment and progress at Foundation Stage, and at Key Stage 1 and Key Stage 2 at least in line with national
- Reduce the gap in attainment and rates of progress between different groups of pupils
- Raise the attainment of children in care to closer to that of their peers
- Reduce the number of low attaining pupils and increase the number of high attaining pupils at each Key Stage
- Continue to improve attendance and reduce exclusions at all Key Stages
- Ensure that behaviour is at least good in all schools
- Provide high quality Children's Centres that impact positively upon outcomes for children
- Support the development of the curriculum in schools so that it meets the changing needs of learners of all ages
- Promote the integration of new technologies as part of the transformation of learning experiences
- Encourage greater parental involvement in education
- Create an enthusiasm for learning that extends beyond school leaving age and which can be carried through life
- Ensure children and young people have access to extended school activities during and outside school and regular term times
- Make a Positive Contribution
- Develop children and young people's understanding of other faiths
- Further develop the Haringey Youth Council
- Increase the number of young people engaged in citizenship and volunteering, for example through the Duke of Edinburgh Award scheme
- Encourage young people to develop positive and supportive relationships, for example through peer mentoring.
- Ensure that all schools embed the global dimension into their curriculum
- Enable Haringey children and young people to communicate internationally with others
- Continue to support Supplementary and Community Language schools
- Establish community based programmes to promote positive activities
- Reduce the incidents of anti-social behaviour by children and young people

- Provide early intervention for families at risk of anti-social behaviour
- Develop links with the voluntary sector to improve support for children and families
- Contribute to the Prevention From Violent Extremism agenda

### **Achieve Economic Well-Being**

- Ensure effective collaboration to support the curriculum needs of all 14-19 learners
- Ensure there is high quality independent advice and guidance to support young people in their progression choices
- Ensure there are effective links with employers to involve them in high quality provision
- Contribute to the raising of standards for learners 14-19, especially by ensuring there is a range of high quality provision available
- Ensure there is effective targeted provision for those young people who are at risk of disengagement
- Support the most vulnerable young people, for example those with mental health issues, disabilities, or substance misuse to make the transition from compulsory education
- Provide support for young carers to take up learning opportunities
- Meet the needs of disabled young people through a personal and tailored response
- Further reduce the proportion of young people who are not in education, employment or training (NEET)
- Monitor the education and training provision for young offenders
- Continue to increase the number of schools achieving accreditation for their working in partnership with parents
- Increase the provision of multi-agency support for parents as part of early intervention and prevention
- Ensure families have access to financial benefits to which they are entitled
- Increase the take up of welfare benefits for those entitled
- Continue to develop the Work Based Learning Strategy for Haringey Council as an employer
- Increase the range of provision for young people over 19 with learning difficulties or disabilities

#### ***4 c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?***

The announcement of the consultation process and an invitation to complete the survey were posted on the Council's website on March 20<sup>th</sup> 2009. The web page provided a brief background to the purpose of the consultation together with a link to the survey.

Information was sent to schools for Headteachers and Governors. The DCSF Guidance included a list of people to consult this was the focus for the consultation.

### **Step 5 - Addressing Training**

Staff are well aware of the issues identified through the Needs Assessment and Consultation process. In addition some key areas for training have been identified for each of the five ECM outcomes. The appraisal and performance management process also ensure that individual training needs are both identified and addressed.

### **Step 6 - Monitoring Arrangements**

The CYPP will be monitored and evaluated every 6 months. In addition there will be an annual refresh of the Implementation Plan and part of this evaluation process will be a review of the EIA.

The achievement of the CYPP is the responsibility of the Children's Trust and progress will be reported to the Children's Trust. The achievement of the actions for each ECM outcome is the responsibility of named officers.

## Step 7 - Summarise impacts identified

In the table below, summarise for each diversity strand the impacts you have identified in your assessment.

Age	Disability	Ethnicity	Gender	Religion or Belief	Sexual Orientation
Adverse impact					
<p>One third of children aged 10 -1 Year 6 are either overweight or obese.</p> <p>Youth Council have identified as a key priority 'improving understanding and unity between different groups of young people.'</p> <p>The Tell Us Survey indicated that a higher proportion of children and young people than the national average were worried about crime.</p>	<p>3100 children and young people with disabilities approx 700 having complex and long term disabilities.</p> <p>Mental health issues will affect 2650 children and young people by 2013.</p>	<p>Health deprivation and disability is in the 10% most deprived in the country and impacts particularly in Northumberland Park, Bruce Grove, Tottenham Green &amp; Hornsey Wards.</p> <p>Low birth weights particularly an issue for ethnic minority groups relates to low take up of maternity and health services.</p> <p>Teenage conception rate highest South – 131/1000 Bruce Grove, followed by Bounds Green 107/1000, Hornsey 66/1000.</p> <p>Key stage 4 – significant differences between ethnic groups in the 5 + A-C compared to White British.</p> <p>Mixed white and Caribbean</p>	<p>Nearly two thirds of the bottom 20% of the Foundation stage profile cohort are boys.</p> <p>Agencies need to be able to identify and support girls who are potentially at risk of Forced Marriage, Honour Based Violence, Female Genital Mutilation and Trafficking</p> <p>Limited services for children who witness Domestic Violence</p>		<p>Young people have identified 'sex and relationships' as an issue that they wish to see better addressed.</p>

<p>Children centres need to target priority groups more effectively e.g. workless households, children living in households where there are low and medium levels of Domestic Violence, lone parents, teenage parents.</p> <p>Low skills and low education attainment in Haringey is a significant barrier facing a minority of young people who will have difficulty accessing sustainable employment. Bruce Grove, Noel Park, White Hart Lane wards, have the highest NEETS.</p> <p>Approximately 7500 children are living in temporary accommodation and 70% if those who are</p>		<p>black most significantly over-represented in the permanent exclusion.</p> <p>Barriers to housing services in 2007, the LSOAs in the most 10% deprived in the country- West Green, Tottenham hale &amp; Green, White Hart Lane and Northumberland Park.</p> <p>Child poverty in 2007 45.9% of children lived in poverty, highest levels in Northumberland Park 50.5%, Tottenham Hale 47.7% and Hornsey 34.1%.</p> <p>Ethnicity of children in care – An analysis of children in care as at 31 December 2008 indicated that more children coming into care were from ethnic minority groups. 43% of children in care are recorded as being Black or Black British compared to 28% of the population. The percentage difference is higher in all age ranges but is more marked in the 5-7 age-group (18.7%) and the 15-17 age group (19.6%).</p> <p>37% of children in care have their ethnicity recorded as</p>			
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<p>intentionally homeless have dependent children.</p> <p>Positive Impact In 2007/8 1849 victims of crime, this is a 19% reduction from the previous year.</p> <p>Attainment levels at GCSE have improved year on year at more than twice the national rate.</p> <p>Level 2 and 3 qualifications are at or almost at the National Average</p>		<p>Caribbean and 48% recorded as African which is reflective of the population (38% and 44% respectively). Of the remaining children recorded as 'Other black', 50% of them were recorded as Black British.</p> <p>The development of early intervention and prevention through the Early Years is already having a positive impact on narrowing the gap between the 20% lowest attaining and the rest.</p> <p>The attainment of many minority groups has been improved at all key stages. However the gap between some minority groups and their White British peers is still too wide.</p> <p>The attainment of LAC is generally above their national peers, but remains below overall level for Haringey.</p>			
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## Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

**All of the impacts identified in Section 7 are included in the new CYPP, what follows below is a summary of key actions.**

Issue	Action required	Lead person	Timescale	Resource implications
Improve health and well being of children and young people	<p>Reduce health inequalities between the Children's Networks and address particular issues in some Wards.</p> <p>Further develop the teaching of PSHE in schools, including sex and relationships.</p> <p>Improve the opportunities for short breaks for families with children who have complex needs.</p>	NHS Haringey	2009-2012	Within the CYPP
Improve safeguarding and child protection	<p>Deliver the priorities in the JAR for safeguarding.</p> <p>Ensure through PSHE in schools that young people are aware of how to keep safe and are able to consider risks caused by their own actions.</p> <p>Encourage young people through PSHE lessons to</p>	Deputy Director Children and Families	2009-10	Within the JAR Action Plan

	<p>consider different beliefs, religions and to develop greater understanding of others and their rights as children.</p> <p>Ensure that appropriate staff are trained in supporting girls who are at risk of Forced Marriage, Honour Based Violence etc.</p> <p>Review services for Domestic Violence (DV) and ensure that PSHE in schools addresses issue of DV.</p> <p>Ensure that the Children's Centres are also able to raise community awareness of DV and are able to target priority groups for services eg lone parents.</p> <p>Assess the particular needs of young people in refuges.</p>			
Raise standards of attainment and achieve economic well-being	Continue to raise standards of attainment so that Haringey young people meet and exceed the National Average for Level 2 and 3 awards by 2010 and are at the	Deputy Director School Standards and Inclusion	2009-12	Within the CYPP

	<p>National Average for one or more qualifications.</p> <p>Continue to reduce the gaps between particular groups eg ethnic minority groups and their peers.</p> <p>Further improve the percentage of primary schools that achieve good or outstanding in Ofsted Inspections.</p> <p>Continue to improve the attainment of Looked After Children and close the gap between them and other Haringey pupils.</p>			
Ensure all young people can make a positive contribution	<p>Range of actions in place to ensure that all young people, including those from hard to reach groups are able to fully contribute to discussions /consultations and receive feedback on how they have influenced decisions.</p>	Head of Children's Network North	2009-12	Within the CYPP
Improve economic well-being of young people	<p>Continue to address and reduce the number of young people who become NEET.</p> <p>Improve access to vocational skills for young</p>	Deputy Director School Standards and Inclusion	2009-2012	Within the CYPP

	people through the provision of appropriate courses at all levels. Review strategies for addressing homelessness and the particular issues of families in temporary accommodation. Reduce the number of families in temporary accommodation.			
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## **Step 9 - Publication and sign off**

The EIA will be on the Haringey website as part of the suite of documents on the CYPP.

### **Assessed by (Author of the proposal in partnership with representatives from the Children's Trust):**

**Name:** Janette Karklins  
**Designation:** Deputy Director School Standards and Inclusion  
**Signature:** Janette Karklins  
**Date:** September 2009

### **Quality checked by (Equality Team):**

**Name:** Arleen Brown  
**Designation:** Equalities Team  
**Signature:** Arleen Brown  
**Date:** 20<sup>th</sup> October 2009

### **Sign off by Directorate Management Team:**

**Date:** 7<sup>th</sup> October 2009

