Enfield Council
Retrospective Equality Impact Assessment (EQIA) - Equality Analysis

Children’s Services
April 2014
12. Retrospective equality impact assessment/equality analysis template

<table>
<thead>
<tr>
<th>Division</th>
<th>Children’s Services</th>
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</thead>
<tbody>
<tr>
<td>Officer completing the analysis</td>
<td>Tony Theodoulou</td>
</tr>
<tr>
<td>Phone Number</td>
<td>0208 379 4610</td>
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<tr>
<td>Team (if applicable)</td>
<td>As above</td>
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<tr>
<td>Department</td>
<td>Schools and Children’s Services</td>
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<tr>
<td>Date impact analysis completed</td>
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</tbody>
</table>
Section 1 – Aims and objectives

Q1. Please provide a brief description of the service or policy covered by this assessment/analysis

The division offers a range of services to children and families as described in the Children Act 1989 and subsequent legislation, incorporating children in need, looked after children and those young people previously in care.

Q2. Please list the main stakeholders / beneficiaries in terms of the recipients of the service or the target group at whom the policy is aimed

- Children in Need and their parents/carers (Inc. parents of disabled children)
- Children in need accessing universal and targeted services and their families
- Children receiving statutory services – Looked After Children, disabled children, substance misusing young people, young people at risk of offending, clients of the youth offending service, children with a child protection plan, young people not in education, employment or training, Privately fostered children.
- Schools
- Social workers, managers and senior managers
- Local Councillors
- All ‘Schools and Children’s Services’ staff
- The Joint Service for Disabled Children
- The Corporate Parenting Board
- The Local Safeguarding Children’s Board
- The Metropolitan Police
- NHS Enfield CCG (clinical commissioning group)
- The Youth and Family Support Service
- The third sector/voluntary groups and agencies
- Adult services
- Local hospitals and other health staff
- Social Work Reform Board
- Enfield Targeted Youth Engagement Board
- Making Research Count
- Further Education Colleges
- Children’s Centres
- Privately fostered children
- Health and Wellbeing Board
- Adult Safeguarding Board

Q3. How does the service or policy contribute to eliminating discrimination, advancing equality of opportunity, and foster good relations between different groups in the community?
All Children’s Services staff work within the requirements of the Children Act 1989 and subsequent related legislation, together with national guidance. This statutory framework applies to all of the following questions within this questionnaire.

The 1989 Children Act requires local authorities to provide and organise a range of services that are designed to support children and families. Section 17 of the Children Act states that:-

It shall be the general duty of the Local Authority-

a) to safeguard and promote the welfare of children within their area who are in need; and

b) so far as is consistent with that duty to promote the upbringing of such children by their families.

A child shall be taken to be in need if-

a) He/she is unlikely to achieve or maintain, or to have the opportunity of achieving or maintaining, a reasonable standard of health or development without the provision for him/her of services by the Local Authority and/or

b) His/her health or development is likely to be significantly impaired, or further impaired, without the provision for him/her of such services; or

c) He/she is disabled.

d) Is Privately Fostered

e) Is an unaccompanied asylum seeker under the age of 18.

In addition to the above, Enfield’s Children’s Services Procedures build upon these legal requirements and state that (amongst other things) :-

All policies and services for children should be :-

- Centered on the needs and rights of the child
- Family orientated
- Equitable and non-discriminatory
- Inclusive
- Empowering
- Results orientated and evidence-based
- Coherent in design and delivery
- Supportive and respectful
- Community enhancing
- Accountable and include effective safeguarding
- Accessible and based on a strong partnership
- Creative and innovative
- Enrich children’s quality of life

The Welfare Checklist as described in Section 1 of the Children Act (CA) 1989 asks the Local Authority when considering making applications to court to pay attention to the following :-

a) The ascertainable wishes and feelings of the child concerned (considered in light of his (her is implied) age and understanding);
b) His physical, emotional and/or educational needs;
c) The likely effect on him of any change in his circumstances;
d) His age, sex, background and any characteristics of his, which the court considers relevant;
e) Any harm which he has suffered or is at risk of suffering;
f) How capable each of his parents and any other person in relation to whom the court considers the question to be relevant, is of meeting his needs;
g) The range of powers available to the court under the Children Act 1989 in the proceedings in question.

Also under Section 20 children Act 1989;
It shall be the duty of the Local Authority looking after any child –

To safeguard and promote his welfare; and before making any decision with respect of a child whom we are looking after, or proposing to look after, the local authority shall, so far as reasonably practicable, ascertain the wishes and feelings of:
a) the child
b) his parents
c) any person who is not a parent but who has parental responsibility for him; and
d) any other person whose wishes and feelings the authority consider to be relevant, regarding the matter to be decided.

In making any such decision the Local authority shall give due consideration:

a) having regard to his age and understanding, to such wishes and feelings of the child as they have been able to ascertain;
b) to such wishes and feelings of any person mentioned as above;
c) to the child’s religious persuasion, racial origin and cultural and linguistic background.

The revised PLO (Public Law Outline) and the Children and Families Act 2014 require that care proceedings are completed within a maximum of 26 weeks unless in exceptional circumstances. This requires the Council to ensure that children are not disadvantaged by delay and to ensure this is not the case by undertaking robust assessments, providing effective support in a timely manner to all families in which a child is deemed to be at risk of significant harm and where children are unable to remain safely in the care of their birth parent(s), to ensure that alternative care arrangements within their wider birth family are explored as soon as practicable.

In October 2012 the Council launched a Single Point of Entry (SPOE). This is Enfield’s early intervention and prevention response for professionals who consider a child, young person or family need a service that cannot be met within the referrers’ service area alone. The SPOE is a multi-agency partnership with co-located staff from Health, Children’s
Services, Education Welfare, Parent Support, Police and Domestic Violence. Partners from a number of other agencies attend the SPOE on a part time basis. Incorporated within the SPOE is the Enfield Multi-Agency Safeguarding Hub (MASH). MASH partners share information, jointly assess risk and take decisions about the right response to ensure that the child, young family and their family get the right support first time. The focus of the SPOE is to work in a joined up way with families to provide early support, thus reducing the need for statutory intervention.

Section 10 of the Children Act 2004 created a requirement for children’s services to make suitable arrangements for cooperation between the relevant partners in order to improve the wellbeing of children in the authority’s area.

Statutory guidance for Section 10 of the Act states that good information sharing is key to successful collaborative work and arrangements under this section should ensure that information is shared for strategic planning purposes and to support effective service delivery.

The “London Child Protection Procedures, 4th ed. (April 2011)” made under the local arrangements further promotes cooperation between relevant partner agencies.

The ‘MASH’ model was highlighted in the Munro Report into Child Protection as an example of good practice in multi-agency partnership working because of how it improved information sharing between participating agencies.

Working Together to Safeguard Children (March 2013; p.11) states:

**Early Help**

i. Providing early help is more effective in promoting the welfare of children than reacting later.

ii. Effective early help relies upon local agencies working together to:

- identify children and families who would benefit from early help;
- undertake and assessment of the need for early help; and
- provide targeted early help services to address the assessed needs of a child and their family which focuses on activity to significantly improve the outcomes for the child. Local authorities under section 10 of the Children Act 2004, have a responsibility to promote inter-agency cooperation and improve the welfare of children.

2013 Working together - Munro
In addition the Equality Act 2010 aims to protect disabled people and prevent disability discrimination providing legal rights for disabled people in the areas of education, employment and access to goods and services. In addition it provides rights for people not to be discriminated against or harassed because they have an association with a disabled person. This can apply to a parent or carer of a disabled child. Article 8 in the European Convention on Human Rights requires respect for two distinct but linked rights. The right to family life and the right to private life. The right to respect for family life is more readily understood, and imposes a duty to respect all forms of family life, not just a traditional ‘nuclear’ family. The right to private life is particularly important for disabled children. Private life includes a person’s ability to function socially and a person’s ‘physical and psychological integrity’ In effect, this means that disabled children have a qualified right under Article 8 to services and support to enable their personalities to develop and for them to function socially.

Therefore it can be seen that the legislation and procedures associated with Children’s Services emphasise the core principles of non-discriminatory practice throughout all aspects of social work with children and their families.

Services to vulnerable children and their families are provided through a combination of statutory and third sector services. All commissioned services are required to work to the stated legal requirements above and provide evidence of such as required.

All contacts, referrals, assessments and planned work with vulnerable children and their families should have regard to all sections as appropriate.

Managers ‘sign-off’ all pieces of work that take place and ensure that these issues have been satisfactorily addressed. Also, the comprehensive file-auditing process, that is in place within Children’s Services services, asks key questions about equality issues as a further means of assessing and responding to these issues.

For children who need to be looked after by the local authority, a further range of requirements is in place; most children in care are looked after by foster parents.

Each child and her/his family should have access to foster care services, which recognise and address her/his needs in terms of gender, religion, ethnic origin, language, culture, disability and sexuality. If a foster placement has to be made in an emergency and no suitable placement is available in terms of the above, then steps are taken to achieve the above within 6 weeks.

The Fostering Service ensures that foster carers and social workers work cooperatively to enhance the child’s confidence and feeling of self-worth.
(Foster carers and social workers’ training covers this issue - National Minimum standards 2011).

The Fostering Service ensures that their foster carers provide care, which respects and preserves children’s ethnic, religious, cultural and linguistic background. Foster carers’ preparation and training cover this.

The Fostering Service ensures that their foster carers support and encourage each child to develop skills to help her/him to deal with all forms of discrimination. Foster carers’ preparation and training cover this.

Agreed Financial policy joining up In-house foster carers and Connected people (Fostering).

The Fostering Service ensures that each child with a disability receives specific services and support to help her/him to maximise her/his potential and to lead as full a life as possible, including appropriate equipment and, where necessary and appropriate, adaptation of the carer’s home and or vehicle.

The Fostering Service ensures that their foster carers give each child encouragement and equal access to opportunities to develop and pursue her/his talents, interests and hobbies. This is set out in the information provided to foster carers. Disabled children are provided with services and supports, which enable them to access as wide a range of activities as is possible for them.

For children who live in residential care, each unit is required to provide a level and standard of care that responds to the identified needs of the child – including any needs arising from any equality issues. All residential units are inspected by OFSTED who consider whether the child’s needs are being satisfactorily addressed by the unit.

‘Staying Put’ policy within the Leaving Care service allows young people to remain with their ex-foster carers until 21 years old.

Adoption consortium and the recruitment of permanent carers.

Increased number of In-House foster carers

Children’s needs are also considered within the LAC (Looked after Children) review process, which is chaired by an Independent Reviewing Officer – they will also consider issues of equalities within these meetings and their reports.

Issues addressed in Child Protection conferences include
- identity
- participation of children/young people and parents in these meetings
• advocacy
In LAC reviews, in addition to the above, consideration is also to how the child/young person fits in the placement.
• Viewpoint introduced.

Q4. If the service is provided by another organisation or agency on behalf of the Council, please give the names of these organisations / agencies

A significant number of voluntary sector organisations, from large nationals to small local groups, provide a range of family support services on behalf of the Council.

The Compass organisation has been externally commissioned to provide specialist treatment services to young people with substance misuse issues.

Other examples are:
• Kratos – advocacy for children Looked After and Children/subject to a Children Protection Plan/children with disabilities.
• Total Respect training delivered by Kratos
• Empower – works with young people deemed at risk from child sexual exploitation CSE) through gang involvement
• Young Runaways – a project commissioned from St Christophers offering support for young people who run away from home and their parents
• Afruca – an organisation charged with raising the profile of Spirit Possession/FGM (female genital mutilation) / child trafficking. They have been commissioned to deliver training to staff working in Children’s Services.

Q5. If external providers are involved, what measures are in place to ensure that they comply with the Council’s Equal Opportunities and Valuing Diversity Policy
All service level agreements and contracts require commissioned organisations to have their own anti-discriminatory policies in place. Performance in this area is monitored through performance returns and contract monitoring meetings. A number of contracts refer specifically to compliance with the Council’s own Equal Opportunity and Valuing Diversity Policy but in future this will be built into all arrangements.

External care placements for Looked After Children are commissioned within the Pan London framework, also compliant with local requirements. This consistent approach ensures that issues of equality and diversity are fully addressed throughout the contracting process.

The TPU make it a priority to state in their SLA with txtm8 and SHOUT 4YP that monitoring equality features is a must.

EYPP takes into account inequalities, TP (teenage pregnancy) risk factors and prioritises schools.

Q6. Does the policy / policies that influence the provision and delivery of your service need reviewing to take account of the duties under the legislation.

No

The statutory framework is described above and is consistent with all equalities legislation, including the Human Rights Act

Services commissioned by the SCS are compliant with local, UK and EU procurement law. Any future changes to this legislation will be incorporated into practice following guidance from the Corporate Procurement Team.

Policies will be continuously be reviewed to ensure that they are compliant

Section 2 – Consultation and communication

Q7. Please list any recent consultation activity with disadvantaged groups carried out in relation to this service or policy

The Youth and Family Support Service leads on the delivery of the Youth Parliament, area Youth forums and Children in Care Council CICC ). The team engages young people as inspectors, commissioners and young leaders. In addition to this the team also delivers street based youth programmes in areas of need and co-delivers Proud Enfield LGBT youth project.
The Enfield Youth Parliament is comprised of young people that include BME, young people with disabilities and looked after children. They work with the council and other organisations on a number of equalities issues which include:

- Annual ‘I Aspire’ awards celebrating the achievements of young people
- Inclusive Youth Centres programme to ensure the engagement of young people with disabilities
- Working the Enfield Safeguarding Children Board to ensure the voice of young women in strategies for tackling domestic violence and sexual exploitation
- Delivering community projects in areas of deprivation that develop skills, improve confidence and raise aspirations

Since April 2013 Enfield’s CICC has made contact with 72 children and young people aged 5 -25 years. During this time the membership to KRATOS (CICC) has grown. Looked after children, care leavers and children and young people with a Child Protection Plan have been engaged in a number of activities that has provided them with the opportunity to have voice, feedback about services and set priorities for on-going participation projects.

Achievements

- 72 looked after children, care leavers and those on a child protection plan have been engaged in participation activities
- Of the 72 children and young people, 58 of which have engaged with the council on three separate occasions.
- 13 young people have been awarded a Nationally Recognised Award. Evidencing a demonstrable progress in their personal development; learning new skills and further developing essential life and social skills
- 6 looked after children and care leavers have been awarded Duke of Edinburgh Section Award’s for skills learnt and volunteering gained for their work on the Children in Care Council
- Launched Junior KRATOS for LAC aged 8-12 years had 22 new members attend on the first session. Young leaders lead and run Speak Outs and play development activities at Junior KRATOS.
- KRATOS senior members act have developed leadership skills,
regularly taking part in the recruitment and selection of social workers, foster cares and youth work professionals. Training young inspectors inspecting care services.

- KRATOS have consulted on the Entitlements of Looked After Children and Enfield Pledges, and re–created the design of their top 5 priorities for all children and young people and have worked to communicate this to all.

- KRATOS consulted on the Care Leavers Charter implemented by our local authority creating 10 Enfield Pledges for Care Leavers

‘Proud Enfield’ is an LGBT youth project delivered by Enfield Council, ECYPS and the LGBT Network. Since May 2013 the group has grown and together they designed a poster to advertise their group, today Proud has 29 core members and an LGBT young volunteer. The group are planning a residential trip where they will participate in team building and personal and social confidence building. Whilst on residential the group will continue to plan for LGBT history month in Feb 2014. This quality time with the group will also serve as an opportunity to complete ASDAN qualifications and reflect on their progress with the group, mapping their journeys and revisiting personal goals set.

An advocacy service is provided for both the children subject to a Child Protection conference as well as their parents/carers – children attend their conferences/reviews wherever appropriate. The Advocacy service also provides for Looked after children and those children with disabilities.

Young People meet with Lead Member and Assistant Director via the child in Care Council (Kratos).

Children Rights service – Children’s In Care Council set up.

The Children in Care Council has developed the Enfield Pledge for CLA and agreed at the corporate Parenting Board

User Participation within Leaving Care, for instance Finance Policy is discussed with a cohort group prior to Operational Management Group (OMG) agreement.

Consultation with young people on the design and delivery of the Summer University programme
Regular consultation and engagement with parents of disabled children on service development continues. The forthcoming Children and Families Bill in respect of children with SEND is clear that parents and children should be ‘co-producers’ working collaboratively with professionals to implement the wide-ranging changes. To date families have engaged in a range of consultation events including in relation to Short Break Grants and personals budgets

Consultation with parents of disabled children on service development

Consultation with foster carers of vulnerable looked after children

Reception Questionnaires completed in both Charles Babbage and Triangle House

The Fostering and Adoption Panels receive feedback from carers attending

Core Assessment questionnaire at the conclusion of each Core Assessment

Consultation documents for Looked After children

Evaluation forms for parents who attend CP (child protection) conferences

A consultation exercise took place with the parents who are having contact with their children at the Edmonton Contact Centre. There was a request that the centre be open on Saturdays for contact so that parents who are working during the week and older children attending school can therefore make the Saturday instead. This was particularly noticeable at Christmas when several parties were held between the families on the Saturday before Christmas.

Following recent inspections the comment has been made that service users were not being consulted sufficiently to enable their comments/views to inform the service. Children and young people – both known to the service or from the community are now members of interview panels for staff recruitment.

In the last year, two members of the local community have been recruited as members of Enfield Safeguarding Children Board.

EYPP ask the young people to fill out a pre questionnaire at the start of the programme and a post questionnaire at the end. This allows evaluation of what the young people have learnt on the programme and what changes they would like to be made.

Within the Community Parent Support Service all parents are consulted at
the end of interventions and their views sought about the effectiveness of the service and future developments.

At the beginning and end of every accredited parenting programme parents complete questionnaires to evaluate positive sustainable change.

Homeless 16/17 year olds complete feedback questionnaires after service intervention and are regularly invited to participate in development days. Young people are involved in designing all literature relating to the service.

Q8. Please state what action you have taken as a result of these consultation exercises

Issues raised with Assistant Director (Children’s Services) and Lead Member for Children’s Services for resolution.

Young people regularly sit on interview panels to appoint staff.

Issues identified by Kratos are raised in the Corporate Parenting Group. Specific meetings where Kratos have taken the chairing of the Corporate Parenting Board

Summer University programme designed and delivered by young people themselves

‘Viewpoint’ and text to young people.

Programme to provide all looked after children of school age with computers both in foster care and in semi-independence

The Foster and Adoption Panels, processes have been altered as a consequence.

We are looking to develop processes whereby feedback from children subject to child protection plans and their parents/carers can assist us in planning our services

Six day a week availability at the Contact Centre

Parents of disabled children are members of the SEND Steering Group working with professionals to develop the Local Offer, the single EHCP and going forward they will be instrumental in determining systems of redress. This work will be on going. Parents have agreed to be part of a newly established Child with Disabilities Partnership Board. This will be chaired by an AD and will report to the Health and Well-Being Board.

The EYPP pre and post questions have allowed the TPU to see what changes
can be made to improve the programme. New lesson plans were added and
the programme has been extended. This questionnaire gives young people a
voice.

### Q9. Please state how you have publicised the results of these consultation
exercises

Young people in semi independent provision are consulted on an individual
basis, receive a thank you card and both they and their Social Workers
(SW’s) receive a written note of how any issues raised have been addressed.

Feedback is given on an individual basis within current practice; for example
refers into Children in Need (CiN) and on the completion of the initial
assessment are written back to.
Commissioned Viewpoint for Safeguarding and has now been rolled out to
CLA.

### Q10. Please identify areas where more information may be needed.

Further demographic information will be required to ensure services are
targeted to promote more engagement with groups traditionally seen as
hard to reach because of their religious/cultural views.

Information on current services for young people from the Lesbian, Gay,
Bisexual and Transgendered (LGBT) community is required to identify any
gaps in service delivery and the meeting of needs.

The numbers of children who are referred to Children’s Services or who are
the subject of statutory interventions is regularly monitored – the
demography of the population in Enfield is changing quickly at present – we
need to maintain close scrutiny of this as we need to ensure that our
services are appropriately targeted at vulnerable groups

Changes in Housing Benefits have seen a movement in demographics in the
borough.

### Q11. Please state how you consult with members of your staff about your service
or policy.

Regular Team Meetings – an agenda item
Also Managers and Senior Manager forums
Individual supervisions
Training needs identified through the Performance and Assessment Review
(PAR) process to ensure continuous improvement
Service Centre Plans are developed with consultation of relevant staff
Feedback into OMG (Operational Management Team) from TM (Team
Managers) and DTM (Deputy Team Managers) Action Learning Sets
Managers’ away day in 2010 and November 2013- keeping staff informed of
changes within the service
The current feedback form given to service users is being updated to
ecompass users of all the services such as Cheviots, Edmonton Contact
Section 3 – Data and research

Q12. Please describe how you carry out equalities monitoring of your service or policy – if you do not carry out equalities monitoring, please explain why

Our Management Information Systems holds data on all children and young people, known to Children’s Services. This enables us to undertake detailed analysis on equalities monitoring. For every young person we hold details on their ethnicity, disability, gender and age as well as if they are pregnant and where they reside. This includes looking at the ward profile of the borough, paying attention to those young people that live in areas of multiple deprivations.

Monthly monitoring is also completed looking at the take up of our service by the vulnerable young people in the community. We monitor the following groups:

- Young People who are LDD
- Young People in care/care leavers/subject to a child protection plan
- Young People supervised by the Youth Offending Team
- NEET (not in Education, employment and Training) young people
- Young People involved in Gangs
- Young People excluded from School
- Young People who are persistently absent from school
- Teenage Mothers and parents
- Homeless young people
- Young people with substance misuse

We are able to provide detailed analysis of our cohort of young people and drill down on the data to see if there are any gaps in that certain groups of young people are not accessing our youth provision or an overrepresentation amongst YOS clients from certain areas.

Information on the matching of placements is monitored.

Ethnicity of CLA and Youth Offending Service (YOS) populations is collated.

Range of demographic data incorporated into performance management information including details of ethnicity, gender, disability, age, and religion.

Performance staff undertakes regular monitoring of all referrals and interventions; this info is also forwarded to the Department for Education (DfE) through the various statutory returns.

Statistical information re: disability and ethnicity for children subject to CP
plans and their parents is captured and monitored on a regular basis by the performance team. Detailed analysis is presented to OMG on a monthly basis.

Q13. How are the results of any equalities monitoring analysed?

The Management Information team undertake a thorough analysis of equalities monitoring. Our Management information systems are robust and we produce standard monthly reports as well as completing ad hoc requests. These standard reports are shared at the Senior Leadership meetings. They also form the basis of discussion at targeted meetings such as the NEET taskforce meeting.

At the Senior Leadership team meetings there are standard agenda items for Performance Management and Equalities where the data that is presented is scrutinised and used to inform decision-making.

A summarised monthly report is shared with all team leaders/Senior staff that assists them in service planning and the deployment of staff.

Information is taken to the quarterly held Enfield Targeted Youth Engagement Board (ETYEB) chaired by the director Andrew Fraser which focuses on how the service has engaged with vulnerable and marginalised groups and has detailed information on the ethnic profile of young people engaging with our services.

Information is also shared with other services to assist cross service planning; examples are data being shared with the Youth Offending Service, Looked After Children Service, Community Safety, and Education Welfare Service. Data has also helped the Troubled Families initiative in identifying families that need support.

Information from the matching of Foster placements is used to inform the recruitment strategy for future carers

Monitoring form completed after every child protection conference (CPC), which captures info such as parental Learning Disability (LD) and Mental Health (M/H) and/or physical disability, and substance misuse and ethnicity of the family. Results analysed by the safeguarding service to inform future planning.

Information about participation of the child/family in the CP and Looked After Children process is monitored in the service review meetings.

OMG consider information on a regular basis. Monthly returns, quarterly submissions and annual reports refer to service gaps and required changes.
Q14. Does an analysis of your customers against baseline population figures show that you are reaching all disadvantaged groups?

Information on the reach of current provision indicates that disadvantaged groups are indeed accessing services.

An estimated 0.9% of the child population has a disability; in Enfield this equates to approximately 737 children and young people. Currently, 737 disabled children and young people are known to, and offered a service from Enfield.

For example:
Numbers of Children Looked after in Enfield and those who are Subject to a Child Protection Plan broken down by ethnicity and disability:

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<td>OTHER BLACK, BLACK UNSPECIFIED</td>
<td>10</td>
<td>5.5%</td>
</tr>
<tr>
<td>OTHER GROUP</td>
<td>3</td>
<td>1.6%</td>
</tr>
<tr>
<td>OTHER WHITE, WHITE UNSPECIFIED</td>
<td>62</td>
<td>34.1%</td>
</tr>
<tr>
<td>WHITE AND ASIAN</td>
<td>2</td>
<td>1.1%</td>
</tr>
<tr>
<td>WHITE AND BLACK AFRICAN</td>
<td>1</td>
<td>0.5%</td>
</tr>
<tr>
<td>WHITE AND BLACK CARIBBEAN</td>
<td>7</td>
<td>3.8%</td>
</tr>
<tr>
<td>WHITE BRITISH, MIXED BRITISH</td>
<td>49</td>
<td>26.9%</td>
</tr>
<tr>
<td>Total</td>
<td>182</td>
<td>17</td>
</tr>
</tbody>
</table>

Actions to address demographic inconsistencies are developed via OMG, service centre planning and targeted commissioning.

Monthly management information is circulated informing managers of the ethnicity, gender and disability of children being referred, as well as the number of children subject to a Child Protection Plan (CPP) or CLA (child looked after) to inform their service planning.

Referrals to Children’s Services are more closely linked to levels of poverty than ethnicity – however it is known that some of the ethnic minority populations living within the borough will be living in poverty, hence the somewhat disproportionate percentages on occasions.
Analyses of the key performance measures for the youth service, as at the end of December 2013: 1) Contact with young people, 2) young people classified as participants, 3) Young people achieving a recorded outcome (enhancing their life and/or social skills) and 4) Young people receiving an accredited outcome (receiving a nationally recognised award) show that the service is reaching BME groups in Enfield. Up to the end of December 2013, 21.3% of young people from a BME (Black, Minority Ethnic Group) had been in contact with the Youth service against a Quarter 3 target of 18.8%. 18.1% of the BME group were classified as participants against a Quarter 3 target of 11.3%. 79.5% of BME participants had enhanced their life or social skills against a Quarter 3 target of 45%. Finally 37.5% of BME participants had achieved a nationally recognised award or qualification against a Quarter 3 target of 22.5%.

Q15. Please list any performance targets relating to equality that your service or policy includes

Matching of Placements to best meets the needs of individual children  
Diversity of the Staff group  
Emotional health of children  
Emotional and behavioural health of Looked After Children  
Long term stability of placements for Looked After Children  
Young people’s participation in positive activities  
Children who run away from home and care  
Families with disabled children accessing a personal budget  
Perception of service quality by parents of children with a disability  
Percentage of children aged 0-4 living in workless households  
Percentage of hospital admissions caused by unintentional or deliberate injuries to children and young people  
Percentage of young adults (19 year old) who have been in care on their 16th birthday who are in education, employment and/ or training  
The decline in the rate of under-18 conceptions per 1,000 girls aged 15-17 residents in the area for the calendar year, as compared with the 1998 baseline rate, shown as a percentage change from the 1998 rate.  

To increase the percentage of 13-19 young people from vulnerable groups (YP In Care and Care Leavers, Young Offenders, Young People with LDD, Young People with Gang involvement, Young People excluded from Schools, Pupils persistently absent from schools, Young People entitled to FSM) who engage with Youth Provision in Enfield. (Including young people up to the age of 25 who have learning difficulties and/or disabilities)

Q16. Please list any plans you have to introduce new targets for equality in your service or policy – this could be as a result of identifying best practice in other authorities.

The monitoring form that is completed after each CPC has been amended to capture information about parental LD. This will highlight what gaps there
are re advocacy/services for these parents.

Audits across the service in CiN and CLA are evident completed by OMG and Team managers on a regular basis.

The service is looking at developing indicators that will measure the engagement of young people with the service that are ‘at risk of becoming NEET’ and are eligible for a free school meal. These are areas that were highlighted in the government publication ‘Positive for Youth’.

Q17. Have you received any complaints about your service or policy in respect of equality issues? If so, please give a brief description

No
There are clear procedures in place to enable parents/carers to complain about CP (child protection) registration of their child.

Section 4 – Assessment of impact

Q18. Please list any evidence / results of research you have of the service or policy having an adverse impact on different disadvantaged groups.

No evidence of any adverse impacts.
There have been external audits of the service from OFSTED in the form of inspections, none of which have identified any adverse impacts.
Adoption Inspection January 2012
Pilot Inspection from OFSTED November 2012

Q19. What are the potential or known barriers to participation for the different disadvantaged groups?

Disadvantaged groups may feel stigmatised by accessing targeted Local Authority Services

The Enfield Safeguarding Children Board (ESCB) regularly reviews data appertaining to CPC’s including compliance with statutory processes, engagement of partner agencies and services offered to the most vulnerable families e.g., Multi- Agency risk Assessment conference (MARAC)

Service users come from a rich and diverse background that is reflected in the staff group. In order to enable service users to access the service or have any queries answered as soon as possible a list of staff speaking another language as well as English has been complied and this held at Charles Babbage House so those members of staff can be called upon immediately to speak to anyone with a query. All children’s services building have access for those with physical disabilities.

Teenage parents are from a disadvantaged group. They are generally vulnerable young people, living in poverty with their children. They tend to be stigmatised and find difficult to access services. They also find it harder to
access EET, as they require childcare support to participate in this.

Leaving Care have developed and is implementing a Young Mothers Group which has allowed participation of a bespoke education programme, involving Connexions, HEART and Youth services, with crèche facilities to encourage this small cohort to engage.

Leaving Care has experienced a vast increase of UASC, Albanian subgroup (at present 60% of all new UASC received from the LASC rota are of Albanian origin). Members of this cohort have been encouraged to be active within Kratos, participated in the recent LAC achievement Day, and receive regular meeting with CAMHS/ Leaving care to monitor their wellbeing and to accept their user feedback.

Q20. Could the service or policy discriminate, directly or indirectly, according to the accompanying definitions?

No -. Equality Impact Assessments are completed prior to changes in any service

Q21. If so, is it justifiable under the legislation?

N/A

Q22. Could the service or policy have an adverse impact on relations between different groups/community cohesion? If so, please describe below.

N/A

Section 5 – Tackling socio-economic inequality

Q23. Does your service in any way specifically assist communities disadvantaged through the following socio-economic factors? Please explain below. Communities living in deprived wards/areas

Services are targeted based on need and are therefore often centred on geographical areas of deprivation.

The Service is adopting a more targeted approach to ensure that we engage and assist all young people that have the highest need. We analyse all of our data to ensure that we engage with young people from all wards and areas with a particular focus on areas of high deprivation. For example, resources are predominantly spent in the regeneration areas, i.e. the eastern corridor and southwest Enfield. We cater our services to ensure that we engage with young people where there are areas of high unemployment and anti-social behaviour

Leaving Care has partnership working with the ‘18 Project’ (working with Tottenham
Hotspur football club), HEART (Health and educational resource Team), Connexions and Youth Services in tackling NEET. This has been recently agreed to be extended for a further two years.

ASDAN (Award Scheme Development and Accreditation Network) workshops take place x2 per year for those young people (YP) 16-21 years old.

Computer access for LAC for foster carers, children and young people, both in foster care and semi-independence.

The Community parent support service began a Roma/Eastern European Drop in service at the Angel Community Centre in Upper Edmonton it was noted over a year ago that not all families attending the CAB sessions could be offered an appointment due to capacity. A significant number of the families had children with them. The purpose of these sessions is to enable members of the Roma/EU community to access services through direct provision, support and signposting. The aim is to break down barriers to integration, increasing awareness of local services and support networks.

To date the drop in has worked directly with Roma/ EU Roma families as follows:

- 270 individuals accessed 44 drop in sessions:
  - 151 Polish Roma,
  - 82 Romanian Roma
  - 37 EU Citizens including Polish, Romanian, Hungarian, Slovakian Roma, Czech Roma, Lithuanian Roma, Bulgarian

32 children whom were not accessing education have been supported to successfully start school

People not in employment, education or training

A group of teenage parents, NEET, were taken to Brunel University in July 2011 for a residential course complete with crèche, designed to encourage a return to education. Leaving Care has partnership working with the 18 Project (working with Tottenham Hotspur football club), HEART (Health and educational resource Team), Connexions and Youth Services in tackling NEET.

ASDAN (Award Scheme Development and Accreditation Network) workshops take place x2 per year for those young people (YP) 16-21 years old.

Computer access for CLA for foster carers, children and young people, both in foster care and semi-independence.

This is one of main target groups and is a strong focus and priority for the service to ensure that the number of young people who are NEET is equal to or below 4.7% of the total 13-19 cohort this year. All changes to the service are made with this cohort of young people at the forefront of our minds. Our performance against this target is monitored on a daily basis to ensure that there is no adverse reaction for this key target group.

Leaving Care young Mothers Group.
Change and Challenge team (known nationally as troubled families) works with the most complex families within the Borough specifically offering bespoke support to those adults seeking out of work benefits in order to improve access to education, employment and training.

### People with low academic qualifications

Many people with low academic achievement access our targeted services

EYPP select schools using the school priority list that includes the schools most at risk of TP.

### People living in social housing

Leaving Care chairs a multi-agency Housing Panel to determine those children (LAC) approaching 18, for social housing tenancies. Young people are initially presented six months prior to their 18th birthday. It is not unusual to allow more time for independence skill training, vulnerability or progress in education to delay an offer of a permanent housing tenancy.

### Lone parents

Many lone parents access our targeted services.

Teenage parents are included here.

The service has a particular focus on supporting young teenage mothers back into Education, Employment and Training and we target our resources in this manner. Our performance levels for this indicator are benchmarked against our historical performance and our statistical neighbours. The Teenage Pregnancy Unit (TPU) takes a lead on this line of work for the service with the support of the management information team. We have two Personal Advisers allocated specifically to supporting teenage mothers into education, employment or training.

### People on low incomes

Many people on low incomes access our targeted services

Teenage parents are included here.

The MI team are using the Index of Multiple Deprivation to look at those young people that live in the most deprived areas in Enfield to ensure that they have ready and easy access to Youth provision. One example of this in practice is the introduction of targeted Detached Youth Work in certain estates that have high anti-social behaviour.
**People in poor health**

Parents can access CiN (children in need) services.
Regular referrals from other external agencies: Health/ GP surgeries

The service commissions a variety of sports programme to contribute to the reduction of obesity, particularly in areas of high health inequalities. Our work to raise aspirations has a longer-term impact on overall improvements to young people’s mental health.

**Any other socio-economic factor**

The CiN service is available to all members of the public living in Enfield
Adults with a Learning disability – joint screening tool for better assessment and service for parents with a LD.

**Section 6 - Miscellaneous**

**Q24. How does your service plan address equalities issues? Please explain below**

All assessments of children in need have regard to the individual circumstances of that child and their family. This includes full consideration of all equalities issues affecting the child/family. Subsequent support to the child and family will also have due regard to these issues

Within LAC working to the sufficiency guidance, in particular an inclusive service that can more effectively respond to the needs of disabled children who require short-term emergency or longer term placements and provide more therapeutic foster care placements.

Improve the educational attainment of Looked after children.

Ensure that the emotional and behavioural problems of looked after children are identified at an early stage and support/treatment is provided.

Ensure the participation of Looked after children (CICC - child in care council) by using Kratos, interview panels for staff and their LAC reviews.

Provide a higher education bursary for previously looked after children, subject to Leaving Care status.

Work with Adult services to transfer children to appropriate statutory services.

**Q25. Please list any staff training issues on equality arising from this assessment/analysis.**

We will need to provide further training re. Private Fostering; most of the privately fostered children are from different cultures; some are living with carers from their culture but some are not. As part of improving our response to these young people, we
will need to re-commission further training.

All staff will attend corporate equalities training every three years. Other relevant equalities training will be prioritised when available.
A training programme specific to services for groups of staff is produced and agreed by OMG each year.

Q26. How do you plan to publicise the results of this assessment/analysis? Include this in your action plan

The completed assessment will be shared at the Operational Management Groups for Safeguarding and Commissioning. The Action Plan will be monitored in service meetings and incorporated into next year’s service centre plan.
This assessment/analysis will be listed in the Council’s Equality and Diversity Scheme Annual Report, and published on the Council’s website.

Q27. Does your service or policy result in any financial support being given to disadvantaged groups within the voluntary and community sector. If ‘yes’, please list organisations and amounts

Support is given through the provision of services.
Financial support is given under the C.A. 1989, section 17.6 for vulnerable parents to support their children as to prevent reception into care. Also the NRPF (no recourse to public funds) cohort group are supported locally under S17.6 until UK BA (United Kingdom Border Agency) determines their legal status within the country.
Food vouchers
DHP/ removal costs
FoodBank vouchers

Q28. When and how do you intend to review this assessment/analysis?

This assessment will be reviewed on a six monthly basis at service meetings and annually as part of the preparation for the Service Centre Plan.
The next retrospective equality impact assessment/analysis for Children’s Services will be undertaken in 2014/15 as part of the Council’s three-year rolling programme.
### 13. Action plan template for existing services or policies

**Service or policy covered by this assessment/analysis – Children’s Services**

**Department – Children’s Services**

**Assistant Director – Tony Theodoulou**

<table>
<thead>
<tr>
<th>Issue</th>
<th>Action required</th>
<th>Lead officer</th>
<th>Timescale</th>
<th>Costs</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>To deliver on the SEND agenda as per the Children and Families Bill to be implemented September 2014</td>
<td>SEND Project Steering Group to formulate a project plan</td>
<td>Janet Leach and Project Board</td>
<td>September 2014</td>
<td>Funded through re-focusing of short breaks budgets.</td>
<td>In 2011/12 <strong>30</strong> children aged 5-11 accessed inclusive after school provision. In 2012/13 <strong>38</strong> children aged 5-11 accessed inclusive after school provision. In 2011/12 <strong>32</strong> young people aged 12-18 accessed inclusive after school provision. In 2012/13 <strong>54</strong> young people aged 12-18 accessed inclusive after school provision. In 2011/12 <strong>86</strong> children aged 5-11 accessed inclusive holiday play schemes.</td>
</tr>
<tr>
<td>Extend the pathways for disabled children and young people moving from specialist to inclusive provision – specifically from specialist to mainstream play schemes and from mainstream play schemes to inclusive youth activities</td>
<td>Maintain and develop our Youth Inclusion Strategy with greater input from the Young People’s Consultation Group. Continue to identify and develop a joint training programme for all our staff as disabled young people gain greater and wider access to inclusive youth activities. Training will include planned work exchange arrangements. Pro-actively engage voluntary sector partners</td>
<td>Janet Leach</td>
<td>November 2012</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Issue</td>
<td>Action required</td>
<td>Lead officer</td>
<td>Timescale</td>
<td>Costs</td>
<td>Comments</td>
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<td>---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Develop and co-ordinate a strategic approach to supporting the inclusion of children with SEND (special educational)</td>
<td>Ensure all Early Years settings know how to access support, advice, training and resources. Develop this into a Local Offer – with a transparent and equitable</td>
<td>Janet Leach</td>
<td>To be reviewed February 2013</td>
<td>Utilizing existing budgets – from both CACEY</td>
<td>In 2012/13 this number decreased slightly with only 73 children aged 5-11 accessing inclusive holiday play schemes. In 2011/12 50 young people aged between 12-18 accessed inclusive holiday activities. In 2012/13 this increased significantly and 73 young people aged between 12-18 accessed inclusive holiday activities. In 2011/12 6 young people aged between 12-18 accessed inclusive youth activities. In 2012/13 this increased significantly and 31 young people aged between 12-18 accessed inclusive youth activities. The general trend is for more CWD to be accessing inclusive leisure and short break activities. As at 1/10/12 a total of 245 children with SEND were accessing inclusive early years provision. As at 11/12/13 a total of 280 children with SEND were accessing inclusive early years provision.</td>
</tr>
<tr>
<td>Issue</td>
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<td>Lead officer</td>
<td>Timescale</td>
<td>Costs</td>
<td>Comments</td>
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<tr>
<td>needs/ disabilities) in a range of early years settings, ensuring that children aged 0 to 4 years inclusive have access to local provision. Settings include the PVI (private voluntary and independent sector) sector, Children’s Centres and Childminders</td>
<td>process. Identify, collate and disseminate relevant data that underpins monitors and supports this strategy.</td>
<td></td>
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</tr>
<tr>
<td>Through our parent forums to engage more effectively with BME (Black and minority ethnic) Groups families ensuring their views are fairly represented and support the development of provision</td>
<td>Our Voice Parent Forum to commission P2P (parent to parent) to specifically engage with Black African and Turkish families – to consider existing obstacles to effective participation.</td>
<td>Janet Leach</td>
<td>Ongoing</td>
<td>Funded via Our Voice – grant from DFE (Department for Education)</td>
<td>Our Voice Parent Forum is working with the JS to ensure a wider range of parents are engaged with service developments. More parents are now represented on the various forums, specifically those addressing the current changes in the SEND agenda. Six new parents have been recruited to work with professionals on this agenda and other issues. Consideration is being given to how this work can link with the PEPs. It is acknowledged that maintaining engagement and communicating with different ethnic groups remains challenging.</td>
</tr>
<tr>
<td>To ensure that Family and Friends (F&amp;F) Monitor the number of children placed with F&amp;F carers as a</td>
<td>Monitor the number of children placed with F&amp;F carers as a</td>
<td>Linda Hughes &amp; Ian Langley</td>
<td>Ongoing</td>
<td>neutral</td>
<td>To assist with the child’s sense of belonging and identity.</td>
</tr>
<tr>
<td>Issue</td>
<td>Action required</td>
<td>Lead officer</td>
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<tr>
<td>placements are considered for all children coming into care (looked after under the Children Act 1989)</td>
<td>percentage of all children looked after placements.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>To ensure that all potential adoptive families are considered positively and treated fairly at the initial point of contact with the consortium recruitment team.</td>
<td>Monitor this via the number of enquiries received and the number of families that go on to be assessed and approved as suitable to adopt throughout the consortium.</td>
<td>Debbie Michael</td>
<td>Ongoing</td>
<td>neutral</td>
<td></td>
</tr>
<tr>
<td>No Recourse to Public Funds (NRPF) families with limited resources due to lack of legal status to remain in the UK.</td>
<td>To seek support from the third sector and other agencies to provide additional support for the children in these families.</td>
<td>Anne Stoker</td>
<td>Ongoing</td>
<td>neutral</td>
<td></td>
</tr>
<tr>
<td>To improve participation of Children Young people and their Families in Child protection Conferences Looked after Reviews.</td>
<td>Consultation and evaluation exercise during the reviewing process and follow up consultation and monitoring processes</td>
<td>Daniel Crampton and SQAS (Safeguarding and quality Assurance Service)</td>
<td>Ongoing</td>
<td>Neutral</td>
<td>KRATOS (our CiCC) are reviewing participation across LAC and CP services form a Young person’s perspective, they have now carried out inspections of CP and LAC services and recommendations will be carried out within the SQA Service.</td>
</tr>
<tr>
<td>Viewpoint with</td>
<td></td>
<td>Daniel</td>
<td></td>
<td></td>
<td>Viewpoint has a dedicated worker</td>
</tr>
<tr>
<td>Issue</td>
<td>Action required</td>
<td>Lead officer</td>
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<td>Costs</td>
<td>Comments</td>
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<tr>
<td>dedicated worker in both CiN and LAC services</td>
<td>Further interaction and engagement through the ARK, the parent support programme and training and consultation exercises, and to further develop a Parent Engagement Panel</td>
<td>Crampton</td>
<td></td>
<td></td>
<td>and admin champion in each team. A steering group is now running to look at further implementation and activity.</td>
</tr>
<tr>
<td>To further the work of Enfield Safeguarding Children’s board within faith and cultural communities</td>
<td></td>
<td>ESCB</td>
<td>Ongoing</td>
<td>Neutral</td>
<td>Enfield’s Information officer has been working closely with voluntary groups within the faith and cultural groups. Joint work within the sector is being undertaken lead by the ESCB to tackle FGM and produce a new strategy regarding FGM.</td>
</tr>
<tr>
<td>Children and lay members on the Board</td>
<td>The ‘shadow’ board to contribute to the functioning of the LSCB lay-members and independent Chair all provide an external view of the efficacy of Child Protection in the SCB and the Borough.</td>
<td>Daniel Crampton</td>
<td>Ongoing</td>
<td></td>
<td>Lay members sit on the LSCB and a new Shadow board has been developed with Young people, who will also attend board meetings and provide a liaison between a Youth Board and the formal ESCB.</td>
</tr>
<tr>
<td>All staff to attend Equalities training every three years</td>
<td>To ensure that this is included in the training plan</td>
<td>Senior Managers</td>
<td>Ongoing</td>
<td>As part of the budget</td>
<td></td>
</tr>
<tr>
<td>LGBT community, ‘PROUD’ Enfield to highlight issues for young people LGBT</td>
<td>To assess services as provided to these groups as to identify potential gaps in service delivery</td>
<td>Daniel Crampton</td>
<td>Ongoing</td>
<td>Cost neutral</td>
<td>A specialist Youth LBGT group is now running and a review of their provision is required to assist in gap analysis and focus on where future provision should be focussed.</td>
</tr>
<tr>
<td>Domestic Violence and</td>
<td>To develop specialist knowledge</td>
<td>Janet Black-</td>
<td>From July</td>
<td>Training</td>
<td>Joint training between</td>
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<tr>
<td>Protection Plans</td>
<td>and to implement a one year pilot</td>
<td>Heaven</td>
<td>2014</td>
<td>Budget</td>
<td>SSCB/DV/VAWG and the SCB is being led by the board, initiatives are underway to increase awareness and activity in this area, the DV Coordinator is linked to the board sub-groups</td>
</tr>
<tr>
<td>That early intervention support is provided within the Enfield community so that families can benefit from this provision</td>
<td>To increase the involvement of the third sector services working with vulnerable children</td>
<td>Linda Helliar</td>
<td>Ongoing</td>
<td>Cost neutral</td>
<td></td>
</tr>
<tr>
<td>Repeat equality impact assessment/analysis</td>
<td>To review the equalities impact assessment from the previous three years.</td>
<td>Tony Theodoulou</td>
<td>2014/15</td>
<td>Cost neutral</td>
<td></td>
</tr>
<tr>
<td>Publication and review of this plan</td>
<td>To be shared at all relevant meetings</td>
<td>Tony Theodoulou</td>
<td>Upon sign off</td>
<td>Cost neutral</td>
<td></td>
</tr>
</tbody>
</table>

**APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR:**

**NAME** Tony Theodoulou, Assistant Director, Children's Services, SCS

**SIGNATURE**