

## Appendix 4

### Equalities Impact Assessment/Children's Rights Wellbeing Impact Assessment -

#### Combined Equality and Children's Rights Wellbeing Impact Assessment – South Lanarkshire Children's Services Plan 2021-23

##### Resources/Partnership

Children's Services Partnership

##### Service/establishment

Children's Services Planning

##### Lead officer

Kevin Mullarkey Children's Services Partnership Planning Manager

##### Group members

Kevin Mullarkey

##### Policy title

Local Child Poverty Action Report 2022-23

##### The aim, objective, purpose and intended outcome of the policy

The aim of the Local Child Poverty Action Report is to guide the work of partner organisations delivering support service to families experiencing poverty issues across South Lanarkshire. It is also intended to communicate to families, communities and associated stakeholders the extend of our core offer of support and how we plan to make improvements going forward.

The intended outcome of the report is to reduce the impact of poverty on families and to support the children's services partnership vision of 'ensuring South Lanarkshire's children, young people and families will be safeguarded and supported to reach their full potential and thrive within their communities'.

##### Services/partners/stakeholder/service users involved in the development and/or implementation of the policy.

All stakeholders have been given the opportunity and have contributed towards the work of our partnership and in development of the report and have had an input into its content. This includes:

South Lanarkshire Council, NHS Lanarkshire, the voluntary sector, South Lanarkshire Leisure and Culture, Skills Development Scotland, Home Energy Scotland.

##### 1. Who will be affected by this policy?

Children, young people, parents and carers

##### 2. Who will be/has been involved in the consultation process?

We are building the widest possible approach to participation, which has ensured that the broader public services workforce and substantial numbers of families have been given the opportunity to engage in the work to determine the priorities of our work.

**3. Please outline any particular needs which equality groups may have in relation to this policy, what evidence you are using to support this and whether there is any negative impact on particular groups.**

<b>Protected Characteristic</b>	<b>What effect/difference will your policy have on people?</b>	<b>How do you know that?</b>
<b>Age</b>	The report is aimed at all families, especially families experiencing poverty challenges. It is anticipated that the focus on areas for improvement will have a positive impact on as many families as possible with no negative impact.	Families across South Lanarkshire have helped us and will increasingly help us determine the priorities of our work based on what we can do better.
<b>Disability</b>	The plan will have a specific focus on the six priority groupings highlighted in the national delivery plan Best Start Brighter Futures including families with adults or children with additional support needs or disabilities. This will have a positive impact on the outcomes for families in this category.	The main recommendations of the national Additional Support for Learning review will inform improvement activity. Moving forward children, young people and parents with disabilities will help us determine design what future support looks and feels like
<b>Gender reassignment</b>	There is no evidence that the group covered by this protected characteristic will be negatively impacted by this proposal.	The inclusive nature of the work of the partnership and the process in developing the report is explicit in its content and aspirations for delivery.
<b>Marriage and civil partnership</b>	There is no evidence that the group covered by this protected characteristic will be negatively impacted by this proposal.	No negative impact anticipated.
<b>Pregnancy and maternity</b>	It is anticipated that the plan will have a positive impact on families, including pregnant women and new mothers.	There are key priorities in the plan that will drive improvements in support to provision of childcare to support families and new mothers return to employment where relevant.
<b>Race</b>	Minority Ethnic families are one of six priority groupings and there is no evidence that the group covered by this protected characteristic will be negatively impacted by this proposal. Our Minority Ethnic families will be encouraged to work closely with us to identify what more we can do to support families cope with poverty challenges.	No negative impact anticipated, and our approach will target the six priority groups in addition to all families. The inclusive nature of the work of the partnership and the process in developing the report are clearly explicit in its aspirations for delivery.
<b>Religion and belief</b>	There is no evidence that the group covered by this protected characteristic will be negatively impacted by this proposal.	No negative impact anticipated and the work of partners will support all families. The inclusive nature of the work of the partnership and the process in developing the report are

		clearly explicit in its content and aspirations for delivery.
<b>Sex (Gender)</b>	There is no evidence that the group covered by this protected characteristic will be negatively impacted by this proposal.	No negative impact. The inclusive nature of the work of the partnership and the process in developing the report are clearly explicit in its content and aspirations for delivery.
<b>Sexual orientation</b>	There is no evidence that the group covered by this protected characteristic will be negatively impacted by this proposal.	No negative impact anticipated. The inclusive nature of the work of the partnership and the process in developing the report are clearly explicit in its content and aspirations for delivery.

**4. If any negative impact is identified, please explain how you will address this? Please outline any proposed actions in the action plan below**

Action required	Person responsible	Date to be completed	Outcome
No action required			

**5. If the policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.**

It is not expected that the plan will have a negative impact on any equality group.

### Children's Rights Wellbeing Impact Assessment

#### CRWIA key questions

**1. Which UNCRC Articles are relevant to the policy/measure?**

While many if not all the UNCRC articles are relevant, the main guiding principles have been the focus of the assessment as they are not only rights in themselves but underpin every other right in the Convention:

- For rights to be applied without discrimination (Article 2)
- For the best interests of the child to be a primary consideration (Article 3)
- The right to life, survival and development (Article 6)
- The right to express a view and have that view taken into account (Article 12).

Additionally extensive work is to be carried out across the public sector workforce to ensure that children's rights and the UNCRC articles are embedded in the planning and delivery of services for children, young people and families.

**2. What impact will the policy/measure will have on children's rights?**

We are confident that the Local Child Poverty Action Report for 2022-23 and our supporting work will have a positive effect on the rights of children, young people in South Lanarkshire.

**3. Will there be different impacts on different groups of children and young people?**

At the heart of our work will be the awareness of support to the six priority groups identified in Best

Start Brighter Futures. It is expected that there will be key benefits to many groups of children, young people and families because of the priorities presented in the report. We anticipate improvement in the quality and delivery of services across our priority areas with no adverse impact on other areas of provision.

**4. If a negative impact is assessed for any area of rights or any group of children and young people, what options have you considered to modify the proposal, or mitigate the impact?**

It is not anticipated that the plan will negatively impact on any of the areas of children's rights, or on any distinct group of children and young people. As part of our ongoing development, we are developing a clear methodology to put children, young people and families at the heart of our planning and service design to ensure no negative impact occurs from this work. This will include building on our improvement work so far and developing a best practice participation model in partnership with the Poverty Alliance and the 'Get Heard Scotland' campaign.

**5. How will the policy/measure contribute to the wellbeing of children and young people in Scotland?**

The report and activity articulated in it is built upon already established good practice delivering quality services and support to children, young people and families which are informed by the wellbeing indicators informed by best GIRFEC practice.

We expect the report and activity to support it will however challenge stakeholders to focus on some important areas for step change and improvement which will increase important aspects of the wellbeing of children and families.

**6. How will the policy/measure give better or further effect to the implementation of the UNCRC in Scotland?**

The report contains bespoke sections highlighting good practice and areas of priority action to achieve best practice on children's rights and participation. This places children's rights and the voices of children and families at the centre of all that we do in driving areas for improvement.

The Children's Rights and Engagement Group aligned to the children's services partnership will work to increase understanding of the UNCRC articles and children's rights in general increasing competence and confidence of staff across public services, including the partners collaborating on the Local Child Poverty Action Report activity.

**7. What evidence have you used to inform your assessment?**

The report is informed by a lengthy improvement process in partnership with the Improvement Service to help identify our strengths as a partnership and where we think we can do better. A comprehensive joint strategic needs assessment process that includes a detailed analysis of available data trends around child poverty, a broad workforce perspective of delivering services and a strong children, young people and family voice based on lived experiences and perspective of accessing support and services has helped our understanding of need. This evidence base was primarily produced to support the development of South Lanarkshire's Children's Services Plan and is being currently updated and will inform our work going forward and in building our three year strategy from 2023.



JSNA Data Appendix  
V3.1.pdf



JSNA NOV 2020  
MasterV5.docx

**8. Have you consulted with relevant stakeholders?**

We take the widest possible approach to participation and our partners bring a wide understanding of lived experience of families to the planning process. All the main delivery partners have been involved in our work to reflect on our core offer of support to families and where we think we can do

better; this work is reflected in the report.

However, we know that our participation work with families around child poverty can be better and going forward and we will work with the Poverty Alliance and the 'Get Heard Scotland' campaign to put families at the centre of determining priorities and service design.

**9. Have you involved children and young people in the development of the policy/measure?**

We take the widest possible approach to participation and our partners bring a wide understanding of lived experience of families to the planning process. However, we know that our participation work around child poverty can be better and going forward and we will work with the Poverty Alliance and the 'Get Heard Scotland' campaign to put families at the centre of determining priorities and service design.

**10. How will the impact of the policy be monitored and reported on an ongoing basis?**

Progress will be monitored through annual reporting of our poverty work and via regular reports on performance provided to the following groups:

- Corporate Management Team
- Community Planning Partnership Board
- NHS Lanarkshire Board
- Children's Services Strategy Group
- Getting It Right for South Lanarkshire's Children Partnership Board

An annual report will be produced, published and submitted to the Scottish Government for scrutiny and feedback.

**11. What is your recommendation for the policy?**

<b>Introduce</b>	<b>x</b>	<b>modify</b>		<b>pilot</b>		<b>Don't introduce</b>	
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**12. Conclusion**

The Local Child Poverty Action Report 2022-23 has been developed with a wide contribution of stakeholders and features priorities that service users have helped identify, based on their views and experiences of access in and receiving support in the past.

We are confident that the priorities articulated in the report will help drive improvement in key areas of support to our most vulnerable children and families experiencing poverty related challenges (including the six priority groups) and result in no negative impact families as a whole.

**Completed by**

**Date**

Kevin Mullarkey  
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June 2022