



Equality Relevance Assessment

1. Details of proposal	
Policy title	Children and Young People (Scotland) Act – Extension of Kinship Care / Throughcare / Aftercare and Extension of Pre-School Entitlement Getting it right for every child support
Lead officer	Jennifer Scott – Head of Social Policy
Date relevance considered	24 th September 2013
2. Does the council have control over how this policy will be implemented?	
YES	<input checked="" type="checkbox"/> X
NO	<input type="checkbox"/>
3. Do you have evidence or reason to believe that this policy will, or may potentially:	
General Duties	Impact on equality (Yes or No)
Reduce or increase discrimination, victimisation or harassment against people covered by the equality protected characteristics?	Yes
Reduce or increase equality of opportunity between people who share an equality protected characteristic and those who do not?	Yes
Provide opportunity to improve good relations between those who share an equality protected characteristic and those who do not?	No
4. Equality impact assessment required? (Yes to any of above = full assessment recommended)	
YES	<input checked="" type="checkbox"/> X
NO	<input type="checkbox"/>
5. Decision rationale	
<p>The proposed budget measure has the potential to impact children and young people. It is expected that cost savings will be realised further down the line by reducing the need for more costly interventions through extending the use of early interventions as per the act. This may positively impact children and young people through an increased focus on individual needs at a much earlier stage.</p> <p>As a result, this project is deemed to require a full equality impact assessment.</p>	

- **No assessment required – process ends**
- **Assessment required – continue to next section**

Equality Impact Assessment

1. Details of proposal	
Details of others involved	Jennifer Scott – Head of Social Policy Kenny Selbie – Equality Officer Lorna Kemp – Equalities Analyst
Date assessment conducted	18/01/15
2. Aims of the proposed change to council policy or resources	
The council intends to invest in that there is a focus on individual needs at the earliest possible opportunity. It is expected that implementing these measures will result in cost savings further down the line by reducing the need for more costly interventions through extending the use of early interventions.	
3. What equality data, research or other evidence has been used to inform this assessment?	
Evidence was collected from local, national & academic research, including, information from Scottish Government publications.	
4. Details of consultation and involvement	
The assessment has been subject to scrutiny by representatives of the equality community forums through a specific focus on Delivering Better Outcomes projects as agreed by the council's Corporate Working Group on Equality.	
5. Issues identified and 'protected characteristics' impact (Covering: age; disability; gender; gender identity; pregnancy and maternity; race; religion or belief and sexual orientation equality)	

From August 2015, the Children and Young (Scotland) Act 2014 will be extended further to increase the number of children eligible for funded early learning and childcare and to extend of Kinship Care, Throughcare and Aftercare.

An independent report by Graham Allen MP and commissioned by the UK Government, found that early intervention programmes were effective as a means to help all children acquire the social and emotional foundation they need to go on to become successful individuals and parents themselves. Many children still do not receive that foundation at home from their primary carers but early intervention methods can help that group develop and achieve, breaking the cycle of negative outcomes (*Early Intervention: The Next Steps*, 2011). Allen's review of the academic literature suggests that adverse childhood experiences can have a detrimental impact on a number of outcomes. The California Adverse Childhood Experiences Study had around 17,000 participants and found that adults who had difficult childhoods showed higher levels of violence and antisocial behaviour, adult mental health problems, underperformance at school and lower IQs, economic underperformance, and poor physical health. In turn, this contributed to high expenditure on health support, social welfare, justice processes and prisons.

The Scottish Government states that the Getting it Right for Every Child programme addresses all children equally and on an individualised basis with disability, like any other individual issue, being addressed on the basis of that individuals needs and wishes. When the programme was first implemented, Pathfinder and Learning Partner activity took place across Scotland particularly in Highland and Lanarkshire but also in Edinburgh, West Lothian and the Central region. The response to these original pilots and to other stakeholder engagement, coordinated by the Scottish Government's Programme Board, unanimously indicated significantly improved outcomes for children follow the introduction of the Getting it Right for Every Child model.

In conclusion, the extension of early intervention compliments the promotion of equality by ensuring that there is a focus on individual needs at the earliest possible opportunity, which will include the impact of issues related to each of the protected characteristics as appropriate.

6. What measures are in place to monitor the actual impact following implementation?

The Delivering Better Outcomes projects are being monitored by the Modernisation Board during implementation and equality impact assessment is identified as a key enabler for projects.

7. Recommendation

- Implement proposal with no amendments
- Implement proposal taking account of mitigating actions (as outlined below)
- Reject proposal due to disproportionate impact on equality

8. Mitigating actions and additional outputs

N/A