

Equality & Diversity

Recommendations:

The Devon Children's Trust Partnership Council:

1. Agrees the Equality & Diversity Statement and recommends it to the Board;
2. Supports the Equality Impact Needs Assessment (EINA) process for the CYPP and associated supporting plans and implements any outcomes;
3. Contributes to the needs assessment focus on equality and diversity and reviews it in November 2009;
4. Supports the development of a Children's Trust Equality & Diversity strategy and agrees actions to implement, including the development of a scoping task and finish group;
5. notes the development of the equality and diversity joint commissioning policy.

Background

The Devon Children's Trust Board Meeting 13 November included a themed discussion on equality and diversity with representatives from local organisations representing the diversity strands.

Common threads which cut across all diversity groups in relation to children and young people included:

- serious safeguarding issues;
- common cultural perceptions and the key role of schools;
- exploring how children and young people could be supported by all partner agencies to share and optimise resources;
- addressing diverse needs through partnership working in order to 'narrow the gap' in terms of opportunity, achievement and well being.

One of the two key actions resulting from the meeting was to develop an understanding of the needs of children and young people in qualitative terms. Some steps have been taken and some are in hand as described below. We have also identified the need for a clear equality and diversity statement which directly underpins the priorities contained in the plan supported by an agreed strategy.

Update

An EINA was undertaken on the CYPP 2008 – 10. This will be refreshed as the CYPP is refreshed and anticipate recommendations for action as a result.

Our joint commissioning team is currently carrying out a mapping exercise and needs assessment of children and young people living in Devon, using both qualitative and quantitative approaches.

This includes drilling down to ascertain the needs of more vulnerable children and young people, including those who are from Black and Minority Ethnic communities,

are Lesbian, Gay, Bisexual or Transgender, have a disability or additional needs, are in or have left care, who are homeless or using alcohol and drugs services, or who live with domestic violence. Headlines from this so far are attached at appendix one

A series of interviews and focus groups will take place during the summer with diverse groups of children and young people in order to ensure that their voices directly impact on our direction of travel.

We have already begun to identify priorities as a result of research already undertaken by the officer leading the work, and will have a full report with a list of priorities and recommendations by November 2009.

Devon Children's Trust Equality & Diversity Statement

This draft statement is based on examples from elsewhere and we need to be sure that is appropriate and fit for us.

*It is because **Every** Child Matters in Devon, that equality and diversity are important priorities for Devon Children's Trust. We are committed to embedding equality and diversity in our workforce, and in our service design and delivery, and to ensuring that the diverse needs of our children, families and communities are met.*

Our work on equality and diversity focuses on six key priority areas for improvement to ensure better outcomes for all, taking into account race, ethnic origin, gender, age, disability and sexual orientation. These are:

- *Ensuring fair access and better outcomes through inclusive services*
- *Effective engagement with individual and groups of children and young people from minority backgrounds in order to ensure that their needs are met*
- *Effective and inclusive commissioning and procurement*
- *Developing our workforce to confidently work with the variety of communities in Devon*
- *Ensuring safety and tackling harassment and bullying for children and young people, and also staff in our children's workforce*
- *Effective data collection and monitoring to inform our service development and delivery*

In Devon we are committed to promoting equality and community cohesion for all of our children and families. Our key principles are that:

- *We are all of equal value*
- *We seek to improve the access, participation, achievements and life chances of all children and young people living in Devon.*

Equality & Diversity Strategy for Devon Children's Trust

Although equality and diversity is embedded throughout our Children & Young People's Plan, our recent Ofsted inspection raised the rationale for a more overt and transparent approach to showing our commitment to these issues. Our strategy will be informed by the needs assessment priorities, and an action plan will be developed, with lead officers for each area identified.

A small scoping group, made up of Children's Trust partners will lead the process to develop our strategy. Along with considering the impact and outcomes for children and young people, it will also consider issues for the Children's Trust workforce.

It will also be necessary for all actions within the strategy to be equality-proofed via the Equality Impact Needs Assessment process at the outset.

Jeanie Lynch
Lead Officer – Equality & Diversity
Children & Young People's Services
July 2009

Appendix 1

The National Picture

Children in Care

Nearly 60 000 children were in the care of local authorities on 31 March 2008.
Overall, the main reason why social services first engaged with these children looked after was because of abuse or neglect (62 per cent).
Of these 56% were male and 44% were female
17% of children and young people in care are from BME groups
Nearly half of these children were aged 10-15
Three quarters were living with foster carers
3500 unaccompanied asylum-seeking children were looked after, with the vast majority being male (81%)
7% of children left care with at least 5 GCSE's at grades A* - C in 2005/6

Ethnicity

In 2000, the minority ethnic population of 0-19 year olds numbered 10% of the total population in this age group.

At both 11 and 16, deprived White British boys are more likely to fail to reach educational thresholds than either deprived White British girls or deprived boys or girls from any other ethnic group.

Black Caribbean pupils are 3 times more likely to be excluded from school

Education

17% of secondary school pupils, and 21% of primary school pupils are from BME groups.

11-year-olds: Over the last decade, the proportion of 11 year-olds failing to reach level 4 at Key Stage 2 has fallen from 37% to 19% for English, and from 38% to 22% in Maths. These proportions are also falling for schools with a high number of children from deprived backgrounds, from above 50% to around 30% for both English and Maths.

16-year olds: Despite continued substantial progress in the proportion of 16 year-olds reaching the 'headline' level of five GCSEs at grade C or above (from 54% in 1997/98 to 36% in 2007/08), around 10% still fail to obtain five GCSEs at any level.

47% of mixed heritage, 51% Pakistani, 57% Bangladeshi, 51% of Black African and 45% of Black Caribbean pupils achieved 5A* - C GCSE's in 2006. (This compares to 58% of white pupils achieving A8 – C GCSE's in 2006).

9000 pupils were permanently excluded from school in 2006/7.

In 2006/7, 1 in 8 16-19 year olds were not in Education, Employment or Training

Poverty

The number of children living in low-income households was 3.9 million in 2006/07.

Children are 1.3 times more likely to live in low-income households as adults.

Although the number of children who are in workless households is somewhat lower than a decade ago, the UK still has a higher proportion than any other EU country.

40% of the BME population live in households with incomes of less than 60% of the national average income (this compares with a total of 20% of the white population living in poverty)

Around one in seven young adults aged 16 to 24 were unemployed in 2008. This proportion has been rising since 2004.

The national employment rate for the BME population is 61%, compared with 75% for the whole population of Britain.

Teenage Pregnancy

In 2007 there were 41.9 conceptions per 1000 15-17 year olds. In under 16's there were 8.3 conceptions per 1000.

National data on mothers giving birth under age 19, identified from the 2001 Census, show rates of teenage motherhood are significantly higher among mothers of 'Mixed White and Black Caribbean', 'Other Black' and 'Black Caribbean' ethnicity. 'White British' mothers are also overrepresented among teenage mothers, while all Asian ethnic groups are under-represented.

Teenage motherhood is eight times more common amongst those from manual social backgrounds than for those from professional backgrounds.

Youth Offending

28% of young people in young offender and juvenile institutions are from BME groups.

Young Black adults are three times as likely as young White adults to be in prison.

Ensuring Inclusion – Vulnerable Children & Young People in Devon

The vast majority of children and young people in Devon experience a high quality of life. For some children extra help is needed.

Ethnicity

Black & Minority Ethnic Children & Young People/Children of Mixed Heritage

BME children and young people in Devon do not show significant disadvantage in levels of school attainment, exclusions from school, or representation in the criminal justice system. Some schools take a pro-active approach to dealing with racist bullying, such as developing the Youth Cultural Champions programme, which is a peer education and support project working in schools to teach children about different religions and cultural backgrounds.

Overall Non White British children represent 4.88% of the school population in Devon.

In Devon the highest number of BME children accessing early years provision are from Eastern Europe and of mixed heritage. In total BME children make up just under 2% of all of those accessing services. The largest group of children referred to the English as an Additional Language Service in 2008 were Polish.

Our English as an Additional Language service regularly gathers service user feedback on the impact that their projects and services provide. This information is then used to develop further projects, eg the Youth Cultural Champions project.

Planet Rainbow is a project for children of mixed heritage and their families. It has worked with families across Devon and is currently undertaking a research project on mixed heritage and rurality. It has worked with our English as an Additional Language Team to produce a training resource called 'Skin Deep' for use in schools and other settings, where children and families talk about their experiences of living in Devon.

Gypsy Roma Travellers

Approximately an average of 450 traveller children are enrolled in school over a school year. Just over half of all Traveller children attending school in Devon are of Gypsy Romany descent. Others include 130 New Traveller children, who are the most consistent school attenders. There are also up to 30 fairground children – this group spends winter in Devon, attends school regularly and then travels in summer. Around 40 fairground children come into Devon over summer but don't attend school. 300 new pitches must be allocated in Devon for Traveller families in the next year.

GRT and other traveller groups are accessed through our Traveller Achievement Service and through Devon Racial Equality Council. Recent work has included a DVD training package for schools, developed and delivered by GRT mothers in classroom settings, enabling children to explore prejudice and stereotypes and the impact these can have on children's health and well being.

Racist Bullying in Schools

The number of reports of racist bullying in schools is low, averaging 7-10 reports each quarter. Of those incidents that we know about, the majority of children who experience racist bullying in school are male. Almost a fifth of racist bullying incidents involve physical violence.

Education

In 2007 KS1 girls outperformed boys by 8% in reading, 10% in writing and 2% in maths, in line with national differences

In KS2, levels 4+ and 5+

Girls significantly outperformed boys in English and at Key Stages 2 and 3. Maths and Science showed little variation in performance.

Pupils supported by the EAL service achieved Level 4 or above in KS2 English (88.24%), Maths (84%) and Science (61%) and 37.5% achieved GCSE 5+ Grades A* - C in 2007

Numbers of boys permanently excluded from schools in 2008 were three times that of girls in Key Stage 3.

Poverty

Children and Families living in Poverty

Children living in Workless families

North Devon (Ilfracombe, Barnstaple, Bideford) has the highest number of children living in households reliant on unemployment benefits, along with Exeter and pockets of South Devon (Teignmouth and Totnes). These numbers are also reflected in those qualifying for free school meals.

Youth Unemployment

The highest number of young people aged 16-24 who are unemployed in Devon (370) live in Exeter.

Homelessness

A snapshot survey conducted in April 2008 by Children's Trust Housing Steering Group demonstrated that housing and the threat of homelessness remains a significant factor in the lives of young people approaching advice agencies in Devon. For this survey a questionnaire was devised for local housing authorities and advice agencies to capture the needs of young people aged 16 to 21 years throughout April 2008. It asked the following questions: Gender; Age; Current accommodation; and Reason for homelessness / housing need. A total of 219 completed forms were returned.

Summary findings from the snapshot survey:

- The younger the individual the more at risk of homelessness they were. 58 per cent of young people presenting as homeless were aged 16 to 17, compared to 11 per cent of young people aged 20 to 21.
- The gender balance was relatively even with 53 per cent of respondents male and 47 per cent female.
- The majority of young people (55 per cent) in Devon seeking advice or assistance were either staying with friends (including the parents of friends) or were still at home.
- In Devon, relationship breakdown/ parental eviction were cited as the main reason for homelessness (58%). This echoes the findings in the national Department for Communities and Local Government (DCLG) research which reported relationship breakdown as the cause of homelessness in 70% of cases amongst 16-17 year olds (DCLG 2007).

It is estimated that up to 1500 young people were homeless in Devon in the years 2005/7. 704 were reported as presenting as homeless but several local authorities did not make a return on those presenting as homeless, so the above figure is based on an average across all eight.

Health

Teenage Pregnancy

We have seen an 8% drop in teenage pregnancies in Devon among young women aged 15-17 for year end 2005 since start of recorded figures in 1999. (source, APA data 2007)

The highest rates of teenage pregnancy in Devon occur in Exeter, where conceptions amongst under 16's were 7.3 per 1000 in 2003-5, and conception rates among under 18s conception rate were 46.9 – this figure is higher than the national average

Mental health

The Office of National Statistics mental health survey of 2004 found that among children in Devon aged 5 -15 years, 5 per cent had clinically significant conduct disorders; 4 per cent were assessed as having emotional disorders (anxiety and depression) and 1 per cent were rated as hyperactive.

Within the general population there are some groups who are at an increased risk of having mental health needs. Among these groups are: Young People aged 16 and 17, homelessness, ethnic minority status, being a young parent, being a young carers, young offenders and persistent absentee pupils.

Domestic Violence

50% of children living in Devon households where domestic violence incidents occur are present when they take place. Most do not receive help and support until long after incidents take place

Drugs

Of the young people in treatment for drug use in Devon for 06/07 all but 4 were recorded as white (1%). According to data on school enrolments in Spring 2007 ethnic minority pupils amounted to 4 per cent (DCSF School Census, 2007), on this basis there would have been 15 BME clients. Whilst the gender split within Devon schools is almost exactly 50 per cent; within services the split for 06/07 was 60 per cent male to 40 per cent female (National Drug Treatment Monitoring Service monthly returns).

Children with Disabilities/Additional Needs

An audit of statementing records and Joint Agency Service records has identified a population of over 4205 children and young people known to Devon statutory agencies with a special need. Within the Devon school system 3063 children currently have statements of special educational need and a further 5780 children have been identified on School action plus, a system used by Devon schools whereby arrangements are put in place to provide support to these pupils.

Data by primary need categorisation, whilst not reflecting the complexity of need, is helpful in establishing a baseline of prevalence. There are a high number of children 0-5 with no primary diagnosis listed in the CSN database. This indicates we need to be thinking about facilities for diagnostic/assessment services for this population. There are large numbers of children 5-14 in three main primary need categories, BESD, ASD and Speech, Language and Communication Needs. Whilst it may initially appear that there are low numbers of children in other categories i.e. PMLD these children may be highly complex and require a number of services. Within the over 14s age group we still have significant number of complex children, many of them with profound physical difficulties. We know that a number of children in this age group become more challenging because of their age, physical development and the complexity of their conditions

Distribution of Conditions by Age Group

SEN Primary Need	Aged 0 - 4	Aged 5 - 11	Aged 12+	All Ages
Autistic Spectrum Disorder	-	326	445	774
Behaviour, Emotional & Social Difficulties	-	985	1349	2337
Hearing Impairment	-	116	96	213
Moderate Learning Difficulty	-	620	682	1304
Multi-Sensory Impairment	-	-	-	5
Other Difficulty/Disability	-	121	239	361
Physical Disability	-	251	219	474
Profound & Multiple Learning Difficulty	-	74	56	134
Speech, Language and Communication Needs	39	1249	389	1677
Severe Learning Difficulty	-	158	185	345
Specific Learning Difficulty	-	435	626	1061
Visual Impairment	-	79	79	158
Total	59	4419	4365	8843

Person centred planning is used as the key means of ensuring that the voice of young people with disabilities and additional needs are heard in all areas of their

lives, including the development of school strategies, and wider service design and delivery. While this is currently focused on young people in transition (year 9/age 14 upwards) the aim is for all young people with additional needs to have person centred plans (including children in care). This is especially important for those young people who are undergoing a transition of any sort e.g from primary to secondary school or in and out of hospital, and in future person centred plans will underpin the Stepping Stones inclusive education model.

Ellen Tinkham School have worked to develop a 'Core Promise' of person centred schools which are designed to ensure that the voice of even the most complex young people is heard.

Deaf Children & Young People & Devon Music Service

We have a project that is working to establish an orchestra for deaf children in Devon. This is ongoing and activity days have been held in various schools. Feedback from participants has been very positive, and the project has culminated in a Celebration Concert for the children involved. The service has been described as 'good with outstanding features' in a recent evaluation.

Support & Advisory Teacher Service

Children have reported 97% satisfaction with the whole Support and Advisory Teacher Service. Young deaf people from Devon recently took part in a national British Sign Language conference in Bristol.

Young Lesbian, Gay, Bisexual and Transgendered People

Nationally, 6 out of 10 lesbian and gay schoolchildren experience homophobic bullying and 50% of those contemplate killing themselves as a result of this.

Through our integrated youth support service we offer support to young lgbt people via the 'X-Plore' youth group. This group meets on a Thursday evening and has just been awarded funding to provide a peer education programme for schools on dealing with homophobic bullying.

Through our corporate equalities grant scheme we also support telephone advocacy and support for children and adults via the Intercom Trust helpline.

Young LGBT people who are in care are actively supported through our participation service to take part in the CiC Council. One young man recently spoke about his experience of being gay at the launch of the Devon Sexual Health Policy for Children in Care.

Youth Offending

Young People in the Criminal Justice/Youth Offending System

According to the DCC Youth Offending Team there were a total of 1141 youth offenders living in Devon in 2005, the areas with the highest proportion of their youth engaging in crime were Exeter and North Devon (concentrated predominantly in the urban areas of Barnstaple and Ilfracombe), these areas also had high overall crime rates.

These young people are likely to have a complex mix of needs including additional mental health needs. The prevalence rates of mental health problems in young people in contact with the criminal justice system which is at least three times as high

as for those within the general population is estimated to range from 25 percent to 81 percent, with it being highest for those in custody

Equality Impact Needs Assessments

The Children and Young People's Plan undertook an EINA and no further action was required as a result.

It was agreed that the Equality Strategy and Scrutiny Group (ESSG) for the Devon Strategic Partnership would act as the reference group for the Children's Trust. The Reducing Bullying implementation plan was discussed by the group and changes are being made as part of the updating of the plan.

All implementation plans for the CYPP are being updated and will be EINA'd with the most relevant (reducing bullying, children in care, safeguarding) tested by the ESSG.

Within CYPS policies are being updated the EINA is being undertaken. An update of all policies for children in care and safeguarding is in hand. As a result the policies for children in care have either completed or are completing an EINA.

What we need to Develop

Whilst our data collection and analysis is steadily becoming clearer and more comprehensive, there are still areas which need further investigation and development. These include:

- Children and young people affected by homophobic bullying;
- Children and young people affected by domestic violence;
- Children and young people who are at risk of sexual exploitation through running away and other identified risk factors;
- Children and young people who act as carers for one or more dependent adult;
- Our learning from our engagement with individual children in care; children and young people with a child protection plan; and other children in need informing our future working and priorities.

Jeanie Lynch – Lead Officer – Equality & Diversity

Children & Young People's Services