

EQUALITY, HEALTH & HUMAN RIGHTS IMPACT ASSESSMENT TEMPLATE (October 2010)

This template is to be used in conjunction with the Equality, Health & Human Rights Impact Assessment Guidelines.

Section 1: Policy Details A policy is understood in the broad sense including the full range of functions, activities and decisions the council is responsible for, i.e. everything it does. This includes both current policies and new policies under development. This guidance is also relevant for assessing the impact of financial decisions.	
Name of Policy:	West Dunbartonshire Parenting Strategy
Lead Department & other departments/ partners involved:	West Dunbartonshire Community health and Care Partnership, West Dunbartonshire Council Educational Services, NHS Greater Glasgow and Clyde,
Responsible Officer	Heather Irving :Integrated Strategy and Planning Officer, Children's Services WDC CHCP
Impact Assessment Team	Heather Irving Elaine Kelly Vicky McGraw Marie Hickman
Is this a new or existing policy/function?	New
Start date: (the assessment should be started prior to policy development or at the early stages of review): May 2011	
End date (this should allow for the assessment to inform decision-making): June 2011	
What are the main aims of the policy?	To improve life chances for children and young people in West Dunbartonshire by improving the skills, knowledge and confidence of parents through appropriate, timely and proportionate parenting support and intervention.
Who are the main target groups/ who will be affected by the policy?	All parents with children aged 0-18 in West Dunbartonshire, with specific emphasis on

	those parents requiring additional support.
What does the policy aim to achieve?	To improve the skills, knowledge and confidence of parents in West Dunbartonshire and thus improve circumstances for Children and young people they care for.
Relevance (relevance of the policy, service, function to the general equality duties and equality groups, also record where there is no relevance giving reasons and evidence)	
Yes	
Reasons: We are committed to ensuring that all children receive the best start in life, and in doing so need to ensure access to appropriate information, support and intervention for all parents of Children and Young people living in West Dunbartonshire.	
	If yes, complete all sections, 2-9
	If no, complete only sections 8-9
	If don't know, complete sections 2& 3 to help assess relevance
Section 2: Evidence Please list the available evidence used to assess the impact of this policy, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.	
Available evidence:	
Consultation/ Involvement with community, including individuals or groups or staff as relevant	WDCHCP Professional Advisory Group Joint Strategy Group: Children's services Young People's Mental Health Strategy Group Parenting Strategy Group Child Care Managers meeting, Children's Services Social work West Dunbartonshire CHCP Health visitors Addictions: Treatment and West Dunbartonshire Council and CHCP website Have Your Say membership WDCHCP Communication and Engagement Group WDC PPF

Research and relevant information	Officer knowledge, Significant amount of relevant information referenced in Appendix 2 of the Parenting Strategy.
Officer knowledge	Officers involved include partners who share a wide range of practice and research based knowledge regarding parenting. Involves a number of service areas: Health, Education , Social work, Youth services.
Equality Monitoring information – including service and employee monitoring	Is there any monitoring info available yet on parenting??
Feedback from service users, partner or other organisation as relevant	Positive feedback, with concern regarding some implementation issues for specific partners (to be addressed in implementation plan) Consultation with parents undertaking parenting provision reinforces the value of this tiered model and the positive impact on parenting
Other	
Are there any gaps in evidence? Please indicate how these will be addressed	
Gaps identified	
Measure to address these	
<i>Note: Link to Section 6 below Action Plan to address any gaps in evidence</i>	
Section 3: Involvement and Consultation	
Include involvement and consultation relevant to this policy, including what has already been done and what is required to be done, how this will be taken and results of the consultation.	
Please outline details of any involvement or consultation, including dates carried out, protected characteristics. Also include involvement or consultation to be carried out as part of the developing and implementing the policy.	

Details of consultations	Date	Findings	Characteristics
Have Your Say	June 2011	No responses	What is this group?? It may be worth specifying how you have actually tried to consult with excluded groups
WDCHCP Professional advisory Group	April 2011	Responses reflected in final strategy	
Joint strategy Group Children's services	April 2011	Responses reflected in final strategy	
Young People's mental Health and Wellbeing Strategy Group (membership)	April 2011	Responses reflected in final strategy	
PPF (CHCP)	June 2011	No responses	
Parenting Strategy Group (membership)	April 2011	Responses reflected in final strategy	
(CHCP)Health Visitors	April 2011	Responses reflected in final strategy, and required to be reflected in implementation strategy	
Child Care Managers Meeting (CHCP)	April 2011	Responses reflected in final strategy	
CPP Education and Lifelong Learning Thematic group	April 2011	No responses	
<i>Note: Link to Section 6 below Action Plan</i>			

Section 4: Analysis of positive and Negative Impacts

Protected Characteristic	Positive Impact	Negative Impact	No impact
Race			X
Sex	X Support parents in helping children and young people develop resilience and self esteem in addressing difficult aspects of growing up		
Gender Re-assignment			X
Disability	X Support parents in helping children and young people develop resilience and self esteem in addressing difficult aspects of growing up. Looking to utilise specific programmes for parents of children affected by disability And parents who are disabled?		
Age			X
Religion/ Belief			X
Sexual Orientation	X Support parents in helping children and young people develop resilience and self esteem in addressing difficult aspects of		

	growing up		
Civil Partnership/ Marriage			x
Pregnancy/ Maternity	X Increased information, support and advice to all parents Specific links with maternity services?		
Socio- economic	X Programmes offer increased resilience to address impact of poverty on families		
Human Rights	The strategy promotes Childrens rights to safety and a childhood	No specific reference made to Childrens Rights: will be addressed in implementation plan	
Health	Health improving messages included eg. Healthy eating Positive parenting messages Keeping children safe		
Other: Equal access for all parents		Specific reference made to ensuring all parents have equal access to provision, thus ensuring through the implementation plan that specific awareness given to parents with additional support needs, parents with mental health issues, addiction issues, parents affected by disability	

		Possible gap regarding fathers accessing services, largely due to gender split in parenting.	
<i>Note: Link to Section 6 below Action Plan in terms of addressing impacts</i>			

Section 5: Addressing impacts

Select which of the following apply (use can choose more than one) and give a brief explanation – to be expanded in Section 6: Action Plan

1. No major change	
2. Adjust the policy	
3. Continue the policy	x
4. Stop and remove the policy	
Give reasons: This new strategy has been agreed strategically and operationally as the best direction to develop parenting support and intervention across West Dunbartonshire. The EAI indicates the positive impact of the strategy.	
<i>Note: Link to Section 6 below Action Plan</i>	

Section 6: Action Plan

Please describe the action which will be taken following on from the assessment of impact above in order to reduce or remove any negative impacts, promote any positive impacts, gather further information or evidence or further consultation required

Action	Responsible person (s)	Intended outcome	Date for completion	Protected Characteristic
				Race
Think you should put targeting to fathers under gender				Gender
				Gender Reassignment
				Disability

				Age
				Religion/ Belief
				Sexual Orientation
				Civil Partnership/ Marriage
				Pregnancy/ Maternity
				Socio- economic
Implementation plan to reflect 'Do the Right Thing' which lists the Scottish Govt's 21 priorities for promoting the UN Convention on the Rights of the Child. http://www.scotland.gov.uk/Resource/Doc/282976/0085668.pdf	Parenting Implementation Group	Ensure Children's Rights are embedded in service provision of parenting		Human Rights
				Health
Access to parenting support: Work to ensure father involvement is considered, offered and encouraged as appropriate.	Parenting Implementation Group	Equal access to all parents		Other

<p>Also ensure that intervention offered is accessible practically (times/ location/ attitudinal)</p> <p>And also meets the diverse needs of all appropriate parents in West Dunbartonshire</p> <p>Think you should fit this into some of the categories above .</p>				
<p>Are there any negative impacts which cannot be reduced or removed? If so, please outline the reasons for continuing with the policy</p>				
<p>No</p>				

Section 7: Monitoring and review

Please detail the arrangements for review and monitoring of the policy

How will the policy be monitored? What equalities monitoring will be put in place?	A multi agency team will develop and monitor the parenting strategy implementation plan. This group will report to the Joint Support Group for Children's Services
When will the policy be reviewed?	

Section 8: Signatures

The following signatures are required:

Lead/ Responsible Officer:	Signature:	Date:
Equality Impact Assessment Trained Officer:	Signature:	Date:

Section 9: Follow up action

Publishing: Forward to community Planning and Policy for inclusion on intranet/ internet pages	Signature:	Date:
Service planning: Link to service planning/ covalent – update your service plan/ covalent actions accordingly	Signature:	Date:
Give details:		
Committee Reporting: complete relevant paragraph on committee report and provide further information as necessary	Signature:	Date:
Completed form: Pass completed forms retained within department and copy passed to Policy Development Officer (Equality) within Community Planning and Policy	Signature:	Date: