

Children, Families and Community Health statement of intent for Equality Monitoring.

We believe that every child, young person that comes into contact with any of our services deserves to be treated fairly and with respect regardless of their identity or that of their family or carers, so that we ensure that their needs are met and children and young people can reach their full potential.

We believe that understanding the impact of power in relationships is central to our work and that a consideration of equality offers a window for that reflection.

We believe that as practitioners we take equality considerations into account. We know we have not consistently recorded this practice or shared good practice examples. We are not complacent and accept that institutional discrimination (the habits, procedure and practice we use which may have unintentional adverse impacts on some people or groups) and can affect the way we work; the judgements and decisions we make.

In order to do what we can to make sure that any institutional behaviour is identified, challenged and mitigated we will monitor our service users by recording equality categories and use this information to identify potential for institutional discrimination and build measures to mitigate this potential.

Implementing good equality monitoring practice helps us to recognise continuing individual good practice and more importantly gives us an opportunity to understand the wider picture of how our services are being fairly implemented across the whole of our population.

We have created an equality development plan which includes specific outcomes and milestones to achieve our commitment. This development plan will be reviewed annually by the Senior Management Team.

This is endorsed by Ofsted and the Care Quality Commission.

Equality Monitoring Categories

We will monitor against the following categories:

Age; Race/ethnicity/nationality; Disability; Religion; Sex (gender)

Sexual Orientation and Gender Identity monitoring

Due to the nature of child development and the sensitivities around sexual expression, sexual orientation and gender identity, we will not regularly monitor and report against these categories in our work with Children, Families and community Health. We will, through the equality development plan, find means to talk with, listen to and understand the needs and experiences of children, young people and families relating to sexual orientation and gender identity is a concern.

We recognise multiple identities and that issues and concerns regarding sexual orientation and gender identity **will** affect every child that we work with; we will always take this into account.