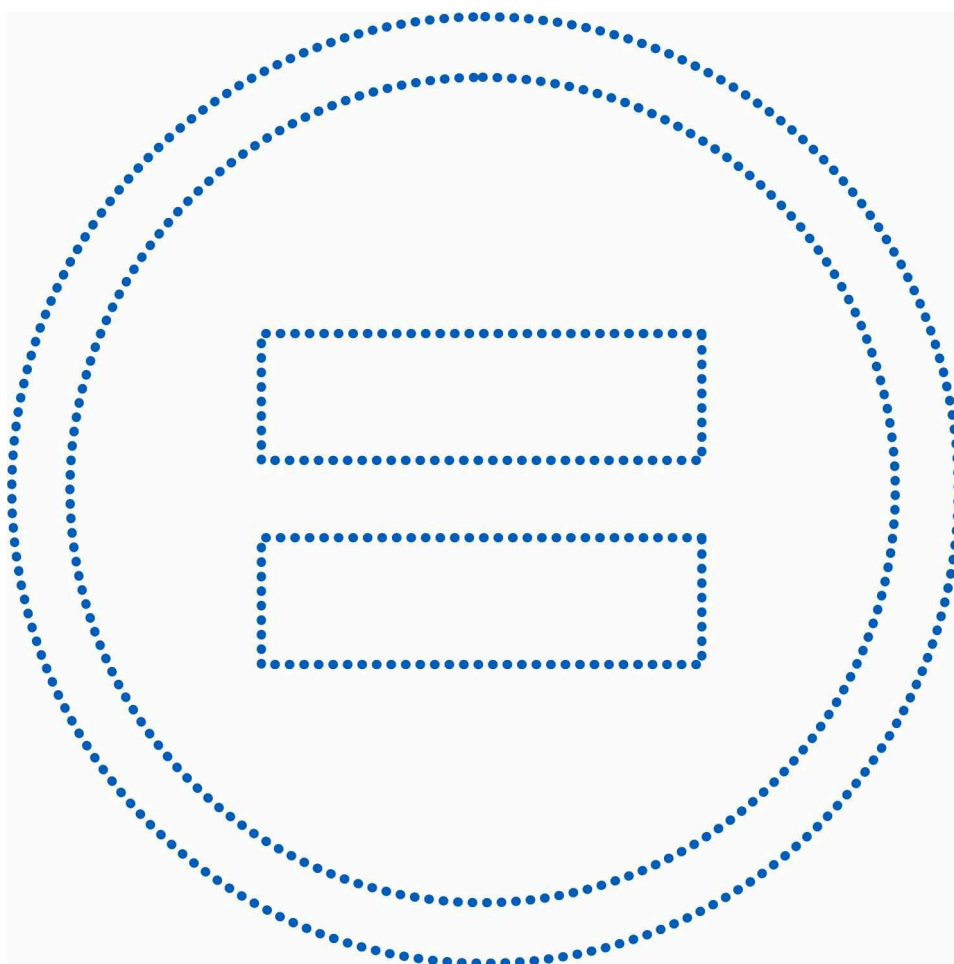




Equality and Children's Rights Impact Assessment Report

Children's Services Plan 2026-2029



Updated April 2026

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Overview

Title of proposed activity:

Edinburgh Children's Services Plan 2026-2029

Purpose/objective of proposed activity:

The Edinburgh Children's Services Plan is a requirement of the Scottish Government and is produced by the Edinburgh Children's Partnership every 3 years. It sets out Edinburgh Children's Partnership's strategic plan for the forthcoming 3 years, explains the strategic aims and how the partnership will deliver local services for children and young people. More information can be found in the [Statutory Guidance on Part 3: Children's Services Planning](#).

Who will be affected by this proposed activity:

The Edinburgh Children's Services Plan affects all children's services and therefore impacts upon all children and young people living in Edinburgh and their families.

Report written by:

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Report authorised by:

Date:

24/6/26

PLEASE NOTE

If the proposed activity has been agreed and will be implemented, send the completed ECRIA Report to LOTH.equalityandhumanrights@nhs.scot for publication on [NHS Lothian website](#). You can use this email address to feed back on how you have found the ECRIA process.

Part 1: Gathering the evidence

List the evidence gathered

Use pages 11- 17 of the guidance

Relevant group	What you found e.g. who works in or uses your service, what inequalities do they experience, do they have different needs, what barriers do they face	Source of evidence e.g. links to research reports, workforce and Census Scotland data, public engagement
People in different age groups	Edinburgh is home to a population of 514,543 people, including 83,642 children and young people aged 0–17. Children face unique vulnerabilities at every stage of their childhood due to their age. For example, all children but particularly babies and infants are less able to have their voices and opinions heard/listened to and children's developing brains and bodies mean that Adverse Childhood Experiences including abuse, neglect or poverty are a determinant for future health outcomes.	2022 results Scotland's Census Voice of the Infant: best practice guidelines and infant pledge - gov.scot ACEs research - Psychological trauma and adversity including ACEs (adverse childhood experiences) - gov.scot
Disabled people	27% (41,890) of children and young people 0-24 in Edinburgh have a disability or long term physical or mental health condition and 45.9% of school children had an additional support need in 2023. The needs of children with a disability vary widely from mobility, speech, hearing, sight, memory to neurodiversity. Some children may have needs caused by their experiences of trauma, abuse, pain and anxiety and all may affect their ability to access services. They may require adjustments to the way services are provided, to allow them to receive support. Families with a disabled member are more likely to be in poverty. This is particularly true for families where an adult is disabled. Overall in Scotland, 42% of children in relative poverty in 2017-20 were in a family with at least one disabled person. Around three-quarters of these are also in at least one other priority group for tackling child poverty.	2022 results Scotland's Census JSNA-Edinburgh-CYP.pdf Tackling Child Poverty Delivery Plan Inequalities and challenges experienced by disabled people in Scotland Educational engagement, expectation and attainment of children with disabilities: Evidence from the Scottish Longitudinal Study Anti-Bullying Alliance Maltreatment and disabilities

Relevant group	What you found e.g. who works in or uses your service, what inequalities do they experience, do they have different needs, what barriers do they face	Source of evidence e.g. links to research reports, workforce and Census Scotland data, public engagement
	Children with a disability are around 10% more likely to experience bullying from peers and are 3.4 times more likely to experience abuse or neglect. Disabled children can experience challenges and unequal outcomes in education and children in Scotland with mental health challenges are more likely to disengage with learning at an earlier age.	
Trans and non-binary people	There is a lack of robust, disaggregated data relating to trans and non-binary status among children and young people in Edinburgh. Many of the indicators used do not allow breakdowns by trans status, and where this is technically possible (such as through the 2022 Scottish Census) data for under-16s is not currently available. However, we do know that there has been an increase in the number of people accessing LGBT Youth Scotland services who identified as non-binary, or as a gender identity other than man or woman. In a 2017 report, 16% of the 684 respondents to LGBT Youth Scotland's nationwide survey identified as non-binary, and in the 2022 report, this number increased, to 30% of the 1279 respondents. Current national research suggests there is a lack of support for non-binary and trans people in education, highlighting normative assumptions of gender binaries embedded within school spaces and the curriculum. 17% of non-binary respondents in a survey had left education due to homophobic and transphobic bullying and harassment. Overall trans people often report feeling isolated and without enough places for them to safely socialise and be open about their identity. They report poor experience when using services primarily related to attitudes of and	Life in Scotland for LGBT Young People in 2017 - LGBT Youth Scotland Life in Scotland for LGBT Young People in 2022 - LGBT Youth Scotland Socio-economic Inequalities - Non-binary people's experiences in Scotland: evidence review - gov.scot Trans Report 2024 digital Trans-Mental-Health-Study.pdf Edinburgh specific data sourced directly through LGBT Youth Scotland and is yet unpublished.

Relevant group	What you found e.g. who works in or uses your service, what inequalities do they experience, do they have different needs, what barriers do they face	Source of evidence e.g. links to research reports, workforce and Census Scotland data, public engagement
	assumptions made by staff. Nationally, transphobia remains a concern for 72% of participants in the LGBT Youth trans report 2024. In Edinburgh, 39% of the 13-18 year old Edinburgh-based respondents to LGBT Youth's 2022 survey personally experienced transphobic bullying at school. Only 23% felt confident reporting this to staff or authority figures and only 16% felt safe to report a hate crime to the police. Trans people are more likely to have mental health conditions and report high levels of self-harm and attempted suicide than the general population. Only 5% of 13-18 year old Edinburgh-based respondents to the LGBT Youth Scotland 2022 survey reported no mental health conditions or related behaviours. Trans people may have needs in relation to modesty (e.g. privacy in changing areas, provision of single sex accommodation, appropriate uniforms/dress code). There is also a risk of health professionals misdiagnosing people through assumptions about their gender identity, inadequate knowledge about some identities and concerns about confidentiality.	
People who are pregnant or on maternity leave	In Edinburgh in 2023, 96 births (1.6% of all births) were to a mother aged under 19 years. Although parenthood is a positive experience for many young people, it is associated with increased risk of a range of poor social, economic and health outcomes for some. Young pregnant women are more likely to have complex social needs including socio-economic deprivation, current or recent experience of being looked-after, homelessness, poor engagement with education and involvement in crime. Such factors are also associated with lower levels of access to and use of services.	Teenage Pregnancy - Datasets - Scottish Health and Social Care Open Data Pregnancy and Parenthood in Young People Strategy - gov.scot

Relevant group	What you found e.g. who works in or uses your service, what inequalities do they experience, do they have different needs, what barriers do they face	Source of evidence e.g. links to research reports, workforce and Census Scotland data, public engagement
	Young parents have expressed that one of the greatest challenges they face is the stigma and judgemental attitudes that they experience because of their age. Experience of negative attitudes is harmful and can prevent them from feeling that they can ask for help and support.	
People from different ethnic backgrounds	In 2024, of the children attending school in Edinburgh, 14,018 identified as part of a minority ethnic group compared to 32,306 white British pupils and 7,060 white pupils from background other than British. In the Lothian area, black and minority ethnic groups are more likely to live in the most deprived areas than white people and 37% of minority ethnic families in Scotland live in relative poverty. In Edinburgh, data from the national Schools Health and Wellbeing Census, from 2021-22 revealed race inequalities in the levels of food insecurity experienced by children and young people from some ethnic backgrounds in Edinburgh. In this pupil survey, 11.6% of African, Black or Caribbean pupils in P7-S6 classes answered that they 'always' or 'often' go to school or bed hungry, compared to 6% of White Scottish or White British pupils. In 2020, 14% of homelessness applications were made by BME households. BME women are at higher risk of dying during pregnancy, childbirth and postnatally and of experiencing premature birth, stillbirth or neonatal death compared with their White counterparts. Children from BME communities may be more likely to come to the attention of child protection services or less likely to receive effective support because of their background.	Pupil census 2024 Ethnicity and Socio-economic Deprivation in Scotland — CRER NHS Lothian Public Health Survey Results Bringing Hope, Building Futures: Tackling child poverty delivery plan 2026-2031 - gov.scot Health and Wellbeing Census Scotland 2021- 2022 Safeguarding children from Black, Asian and minoritised ethnic communities NSPCC Learning

Relevant group	What you found e.g. who works in or uses your service, what inequalities do they experience, do they have different needs, what barriers do they face	Source of evidence e.g. links to research reports, workforce and Census Scotland data, public engagement
	Some people may require interpreters and translated materials. People may not be literate in their own language and have an oral tradition for communication. Many refugees and asylum seekers have physical and mental health problems associated with the reason they have had to seek asylum. Structural racism contributes to Black and minority ethnic people experiencing a wide range of barriers and disadvantages in their everyday lives, affecting their health, education, employment, access to housing and experiences of crime and the justice sector. These barriers are often interconnected, meaning that a disparity experienced in one aspect of life can contribute to the broader inequalities someone faces.	
People with religious or protected beliefs	Beliefs, values and needs vary between cultures and religions and between individuals with cultural and religious groups and children and young people can experience bias, stereotyping or cultural misunderstanding as they grown up. This can happen at an individual, institutional or societal level and might be displayed consciously or unconsciously.	
Men and women	Caring responsibilities, particularly for mothers, are a barrier to full participation in the workforce. This is a particular issue for lone parents, the majority of which are headed by women. Around 70% of drug-related deaths, alcohol-specific deaths and deaths from suicide in 2023 in Scotland were among men, contributing to Scotland's male	Lone parent families - Tackling child poverty priority families overview - gov.scot 2025 Inequality Landscape Health and Wellbeing Census 2021/22

Relevant group	What you found e.g. who works in or uses your service, what inequalities do they experience, do they have different needs, what barriers do they face	Source of evidence e.g. links to research reports, workforce and Census Scotland data, public engagement
	life-expectancy gap of 13+ years between the most and least deprived communities. Children and young people may also experience inequalities based on their sex, for example data from the Health and Wellbeing Census (2021/22) shows that over half (56.6%) of female respondents in S2-S6 scored as having raised levels of mental health and wellbeing difficulties, while the rate for males was lower (34.5%) but still substantial. Girls tend to experience a steeper decline in wellbeing and self esteem in adolescence. Differences between levels of self-reported challenges, such as mental health and wellbeing difficulties may also be a result of stigma, which may result in young males being less likely to self-report challenges that they face.	Health in Mind Gender and mental health Young people's mental and emotional health: Trajectories and drivers in childhood and adolescence - Education Policy Institute NCB Young people's views on gender and mental health
People who are heterosexual, lesbian, gay or bisexual	There is a lack of robust, disaggregated data relating to LGB status among children and young people in Edinburgh. Many of the indicators used do not allow breakdowns by sexual orientation, and where this is technically possible (such as through the 2022 Scottish Census) data for under-16s is not currently available. However, we do know that Edinburgh has the highest percentage of LGB+ people aged over 16 years in Scotland, relative to population at 7.6%. LGB people may face prejudices which lead to barriers accessing services and that discrimination, bullying and harassment among peers is experienced by many young LGBT people. 61% of 13-18 year old Edinburgh-based respondents to the LGBT Youth Scotland 2022 survey had personally experienced homophobic or biphobic bullying at school and 82% were aware of anyone experiencing homophobic or biphobic bullying at school. 9% had left education as a result of homophobic, biphobic or transphobic bullying.	Census: Sexual orientation and trans status or history results - National Records of Scotland (NRS) Structural stigma and LGBTQ+ health: a narrative review of quantitative studies - The Lancet Public Health Life in Scotland : Health Report - LGBT Youth Scotland Life in Scotland: Education Report - LGBT Youth Scotland Life in Scotland for LGBT young people in 2017 Edinburgh specific data sourced directly through LGBT Youth Scotland and is yet unpublished.

Relevant group	What you found e.g. who works in or uses your service, what inequalities do they experience, do they have different needs, what barriers do they face	Source of evidence e.g. links to research reports, workforce and Census Scotland data, public engagement
	Structural stigma increases the risk of poor mental and physical health among LGBTQ+ individuals. Only 5% of 13-18 year old Edinburgh-based respondents to the LGBT Youth Scotland 2022 survey reported no mental health conditions or related behaviours and 24% would not feel comfortable coming out to their doctor. 36% of 13-18 year old Edinburgh-based respondents said they had experienced a hate crime or incident in the past year and 26% did not feel safe on public transport.	
People who are married or in a civil partnership [only proposed activity related to employment/workforce]	n/a	
Care experienced people	The rate of looked after (care-experienced) children in Edinburgh is 10.2 per 1,000 0-17 population and 1.4 per 1,000 children aged 0-15 are on the child protection register. Care Experienced children and young people can face challenges in accessing educational support to reach their potential at school. In Edinburgh in 2024/25, 93% school leavers were in a 'positive destination' such as employment, further or higher education compared to 88% of their care experienced counterparts.	JSNA-Edinburgh-CYP.pdf "Exclusion labelled as support" Care Experienced children in Scotland's education system Annual Participation Measure - Skills Development Scotland The-Promise_v7.pdf Route Map: Moving On and Lifelong Support

Relevant group	What you found e.g. who works in or uses your service, what inequalities do they experience, do they have different needs, what barriers do they face	Source of evidence e.g. links to research reports, workforce and Census Scotland data, public engagement
	Care experienced young people are overrepresented in the rates of young people presenting as homeless. In Edinburgh 6.5% of homeless young people were care-experienced in 2023-24. Many care experienced children report experiencing challenges with transitions and there is a growing shared understanding of the need for more consistent and coordinated approaches to transition planning for care-experienced young people to ensure care experienced children, young people and adults experience greater equity of opportunity and improved life chances, supported by stable relationships and practical support.	
People experiencing health or employment inequalities caused by socio-economic disadvantage [This may include people living in different or difficult circumstances such as people experiencing homelessness, who are in prison or are ex-offenders, people with addictions]	21% (18,000) of children in Edinburgh are living in poverty. As of 31 March 2025, Edinburgh had around 5000 households in temporary accommodation, including around 3000 children and young people. There were 90 homeless presentations by children aged 16 & 17 in 2023/24. While there has been a decrease in the number of families experiencing in-work poverty in Edinburgh, the percentage of families on low income that are in work is consistently higher than the Scottish average, at 65.2% in 2022/23 in Edinburgh compared to 62.4% in Scotland. Caring responsibilities such as caring for a child are a barrier to full participation in the workforce and this is a particular issue for lone parents. Many single-parent families are underemployed, meaning parents are working fewer hours or in lower-paid roles, limiting their ability to provide financially for their children and impacting children's wellbeing.	Edinburgh-Poverty-Commission-2025-Calls-to-Action.pdf HH_budget_IIA_v6_final.docx JSNA-Edinburgh-CYP.pdf Child Health Systems Programme Schools, Public Health Scotland Health and Wellbeing Census 2021/22 Department for Work and Pensions Office for National Statistics

Relevant group	What you found e.g. who works in or uses your service, what inequalities do they experience, do they have different needs, what barriers do they face	Source of evidence e.g. links to research reports, workforce and Census Scotland data, public engagement
and people involved with prostitution.]	Health inequalities by area-level deprivation can be seen in most markers of child health and wellbeing. For example, at the 27–30 month child health review, children living in the most deprived communities are around 10% more likely to show developmental concerns than those in the least deprived areas, and this gap has changed little in recent years. There is a 13.2% difference in the rates of children who are overweight or obese and 10% difference in the number of children reporting mental health difficulties between the most and least deprived areas of Edinburgh. Levels of deprivation vary widely between different parts of the city. North East Edinburgh has the highest proportion of people living in the most deprived areas, while more than half of residents in the North West and South East live in the least deprived areas nationally. Neighbourhoods such as Craigmillar and Niddrie, Liberton and Gilmerton, Westerhailes, and Pilton and Granton experience the greatest levels of deprivation. In these communities, families with children make up a much larger share of households (43.8%) than elsewhere, showing that children and families are more likely to be affected by poverty. The proportion of young people in insecure employment significantly increased in 2019/20.	
Carers	In Edinburgh, 897 children aged 3-15 and 2,940 young people aged 16-24 are young carers, however it is estimated that many young carers who do not identify with this label are 'hidden' and not in receipt of support. Young carers are more likely to report negative mental health and well-being, with 4% of young adult carers in Scotland having a mental health condition. Young carers may describe how caring negatively impacts on their friendships	Scotland's Census 2022 Health and Wellbeing Census 2021/22 The health, well-being and future opportunities of young carers: a population approach - ScienceDirect Still Hidden Still Ignored Barnardo's young carers report.pdf

Relevant group	What you found e.g. who works in or uses your service, what inequalities do they experience, do they have different needs, what barriers do they face	Source of evidence e.g. links to research reports, workforce and Census Scotland data, public engagement
	and social life. Caring may also impact on their participation and achievements in education and lead them to display 'limited horizons', which is the perception that their future is restricted by their caring responsibilities.	

Part 2: Assessing the impact

Impact on equality & socio-economic inequalities

Use pages 19-29 of the ECRIA guidance.

Unlawful discrimination and mitigating actions

Using the evidence, explain if the proposed activity could potentially put a group of people sharing a characteristic at a disadvantage for a reason connected to that characteristic or be discriminatory. If yes, explain how we can reduce or remove this.

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
People in different age groups	No, the plan is designed to improve outcomes across infancy, childhood and adolescence with a principle of whole family support. To support 'hearing' the voice of infants, skilled practitioners worked alongside parents to capture the needs of our youngest citizens. The plan states that these methods of participation will be embedded into future consultations through use of the Infant Voice Toolkit and embedding the Lundy model.	No	On-going work on Neurodevelopmental Pathways is currently assessing and improving transitions to adult services. The Wellbeing and mental health sub-group action will support this work, promoting inclusivity as appropriate. The GIRFEC Refresh Implementation Plan will also mitigate against this risk. The Edinburgh Corporate Parenting Plan 2023 details specific actions to support care-experienced individuals into adulthood.

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
	However, where transitions from children's services to adult services are not smooth, there is a risk of young adults experiencing barriers to accessing appropriate services, particularly for care-experienced individuals.		The Delivery short life sub-group will seek to identify any vulnerable transition points through strengthening of relationships with wider strategic partnerships working within adult services, with a view to flagging these for improvement.
Disabled people	The plan is intended to improve inclusion and access, particularly through specific actions within the wellbeing and mental health action plan. This will work towards improving inclusivity and access to mental health services for neurodiverse children and young people, including those awaiting a diagnosis. However, through the shift of resources away from targeted, diagnosis-specific services towards more non-diagnosis-specific, inclusive services, some neurodivergent children and young people may feel disadvantaged.		The principles of prevention and early intervention which support more inclusive spaces for neurodivergent children and young people will ensure appropriate support is available in more spaces for more children and young people. The plan works to embed neuro-affirmative and trauma-informed approaches across services, both with and without a diagnosis. The Children's Rights and Participation sub-group will ensure that robust systems are developed with an equalities focus, which seek to both understand systemic barriers to children's services for disabled people, and support changes to address these barriers.

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
			The Delivery short life group will also ensure accessibility standards across all Children's Partnership communications. The Child Poverty sub-group actions identify areas of poverty alleviation and support for those family types experiencing disadvantage which will include those with a disabled child or parent / carer in the home. This work will link to the work of the Wellbeing and Mental Health sub-group to ensure alignment. The publication of the plan will also ensure document accessibility.
Trans and non-binary people	The plan aims to identify and understand systemic barriers to that vulnerable groups, such as trans and non-binary people, might face when accessing children's services for and support changes to address these barriers.		Whilst individual organisations are responsible for ensuring they do not discriminate, the Children's Partnership recognises that lived experience data suggests there is still much work to be done to ensure services are inclusive. Therefore, the Delivery short-life sub-group will support services to adopt

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
			inclusive language and practices by promoting workforce development opportunities on gender identity inclusion among partners. The Children's Rights and Participation sub-group will work closely with advocacy organisations to ensure robust systems are in place for the participation of LGBTQ+ voices and sharing of this data. As part of its action to respond to the concerns of children and young people around racist bullying, it will also consider actions to address transphobic bullying.
People who are pregnant or on maternity leave	No, the plan is intended to improve outcomes for pregnant people, babies and families. The plan places emphasis supporting pregnant people and ensuring accessibility to all services including welfare advice and perinatal mental health.	No	

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
People from different ethnic backgrounds	As part of the plan, the Wellbeing and Mental Health sub-group are commissioning fewer targeted community mental health services in favour of commissioning services that are more inclusive overall. This may affect people from different ethnic backgrounds as they may have fewer services targeted to this specific demographic. Overall, the plan aims to identify and understand systemic barriers that vulnerable groups, such as people from different ethnic backgrounds, face in accessing children's services and support changes to address these barriers.	No	The adjustment in commissioning of community mental health services is intended to ensure that services are accessible city-wide rather than in only some localities. The Wellbeing and Mental Health sub-group will ensure that monitoring and evaluation systems are in place to identify if people from different ethnic backgrounds are accessing the services and seek to adjust service delivery if inequalities are found. The Delivery group will promote culturally competent and anti-racist workforce development opportunities to partners and ensure inequalities in access to services and outcomes are monitored. The Children's Rights and Participation group will address children and young people's concerns around racist bullying and discrimination through partnership approaches.

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
			The Child poverty sub-group will focus actions related to routine money worries enquiries on priority families groups which includes minority ethnic communities. The publication of the plan will also ensure document accessibility.
People with religious or protected beliefs	No, the plan aims to identify and understand systemic barriers to children's services for vulnerable groups.	No	The Delivery group will workforce development opportunities that promote awareness of faith and belief diversity to partners and ensure inequalities in access to services and outcomes are monitored. The Children's Rights and Participation sub-group will seek to engage faith communities in participation and consultation activity.
Men and women [This may include carers, because many are women.]	No, the plan aims to support equitable outcomes for all genders and reduce inequalities associated with gender.	No	Actions under the Child poverty sub-group aim to reduce inequalities for women who are disproportionately affected by poverty. The Children's Partnership are committed within the plan to take on appropriate actions resulting from the ongoing work of the

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
			Childcare Short Life Working group. These would aim to improve access to childcare for parents, of which women are disproportionately affected by caring responsibilities and maternity-related inequalities. The Children's Partnership are also committed within the plan to consider actions resulting from the SHERU reports on young men aged 18-44 and continue its work on inclusive fathers as part of the Best Start in Life sub-group action plan. The Children's Rights and Participation will develop a response to children and young people's concerns around misogynistic behaviour amongst peers. The Delivery group will ensure inequalities in access to services and outcomes are monitored. The Wellbeing and Mental Health sub-group will ensure gender-sensitive

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
			community mental health approaches to meet differing needs and risk.
People who are heterosexual, lesbian, gay or bisexual	No, the plan aims to identify and understand systemic barriers that vulnerable groups, such as lesbian, gay or bisexual people, face in accessing children's services and support changes to address these barriers.	No	The Children's Rights and Participation sub-group will work closely with advocacy organisations to ensure robust systems are in place for the participation of LGBTQ+ voices and sharing of this data. As part of its action to respond to the concerns of children and young people around racist bullying, it will also consider actions to address homophobic and biphobic bullying. The Delivery group will promote workforce development opportunities which embed inclusive language and LGBTQ+ affirming practice among partners.

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
People who are married or in a civil partnership [only proposed activity related to employment / workforce]	No, the plan is unlikely to disadvantage people based on marital or civil partnership status. Whole-family approaches are intended to support diverse family structures.	No	The Children's Rights and Participation sub-group will embed whole family support approaches, ensuring services are inclusive of all family types and avoid assumptions about household structures or caregiving arrangements.
Care experienced people	No, the plan is intended to reduce disadvantages experienced by care-experienced children and young people.	N/A There is no legal protection from discrimination or harassment on basis of care experience.	The Children's Partnership will maintain close links with the Corporate Parenting board, support work to implement the Corporate Parenting Plan 2023-2026 where appropriate and monitor trends in positive destinations for care-experienced school leavers. It will also uphold the plan's trauma-informed and whole family support approaches, which came from The Promise. The Child Poverty sub-group will develop data-driven opportunities to proactively identify and support individuals or households who are most likely to be financially insecure, including those at risk of homelessness, supporting care-experienced children who are at higher risk of homelessness.

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
People experiencing health inequalities caused by socio-economic disadvantage [This may include people living in different or difficult circumstances such as people experiencing homelessness, who are in prison or are ex-offenders, people with addictions and people involved with prostitution. Note – travel costs have a particular impact on people experiencing poverty.]	No, overall the plan aims to reduce health inequalities with a preventive approach and focus of reducing child poverty.	N/A. There is no legal protection from discrimination or harassment on basis of socio-economic disadvantage.	The Children's Rights and Participation sub-group will ensure the voices of children and young people living in more deprived communities are heard and will use their learning to support changes which address barriers using a proportionate universalism approach to service delivery. The Children's Partnership will work to strengthen accessible community-based services through integration with the Neighbourhood Prevention Partnership projects. The Child poverty sub-group will develop a quick guide to support practitioners working with families who have no recourse to public funds.
People experiencing employment inequalities caused by socio-economic disadvantage [This may include people living in different or difficult circumstances,	The plan seeks to reduce disadvantage and thus improve long-term outcomes for children and young people.	N/A. There is no legal protection from discrimination in employment on basis of socio-economic disadvantage.	The Children's Partnership will work to strengthen accessible community-based services through integration with the Neighbourhood Prevention Partnership projects. The Delivery group will formalise alignment with Strategic Partnerships

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
such as people experiencing homelessness, who are in prison or ex-offenders, people with addictions, ex-service personnel/veterans and people involved with prostitution. Note – travel costs have a particular impact on people experiencing poverty.]			including the Local Employability Partnership and support its work where appropriate. The Youth Work, Inclusion and Engagement sub-group will work to improve youth employability outcomes in partnership with the Community Learning and Development Partnership and Youth Employability Partnership and through its work to progress the Youth Work Strategy and associated calls to action. The Child Poverty sub-group welfare advice work will support people in crisis to access cash, bringing them out of crisis and enabling them to seek employment. Continual monitoring and evaluation of this work will ensure any necessary changes to service delivery are made to make supports more accessible.

Relevant group	Will the proposal put people at a disadvantage/ make their lives worse?	Could this be unlawful discrimination or harassment?	What we can do to reduce/remove this?
Carers [There is no legal protection from discrimination on basis of caring responsibilities. Carers may be protected from direct discrimination if they are treated less favourably because of their association with another person who has a protected characteristic (e.g. a disabled person or someone who is pregnant). Carers may also be protected from indirect sex discrimination because women continue to have the majority of caring responsibilities].	The plan recognises the importance of whole family support however, unpaid carers may still experience stress, poverty and barriers to accessing support.		As part of a whole family approach, the Children's Partnership will ensure carers (including young carers) are included in whole-family approaches, promoting signposting to carer support services and access to mental health and wellbeing support. The Child poverty sub-group will focus actions related to routine money worries enquiries on priority families groups which includes families more likely to have caring responsibilities.

Advancing equality and fostering good relations

Using the evidence, explain if the proposed activity could have a potentially positive, negative or neutral impact on advancing equality of opportunity and fostering good relations between groups of people sharing different characteristics.

Relevant group	Impact on advancing equality of opportunity? e.g. reduce disadvantage/inequality, meet different needs, increase participation	Impact on fostering good relations? e.g. reduce prejudice and increase understanding and tolerance
People in different age groups	The plan is likely to have a positive impact by improving early years support, increasing access to preventative services and reducing inequalities experienced by children and young people at different life stages. The focus on early intervention, youth work, mental health support and participation is likely to improve educational, wellbeing and developmental outcomes.	Robust systems for children and young people's engagement will increase understanding between adults and children and young people.
Disabled people	The plan is likely to advance equality through improved coordination of neurodevelopmental pathways and whole-family support. Early intervention and accessible community-based support may reduce barriers to education, wellbeing and participation.	The plan promotes inclusive practice, anti-stigma approaches and increased understanding of disability and neurodiversity through workforce development and partnership working.
Trans and non-binary people	The plan's emphasis on inclusion, participation, mental health support and anti-bullying approaches may improve access to safe environments and support services for trans and non-binary young people.	The plan may positively foster understanding and tolerance through anti-discrimination work, participation approaches and work addressing misogyny and bullying.
People who are pregnant or on maternity leave	The Best Start in Life priority is likely to have a strongly positive impact through enhanced early years support, breastfeeding promotion, responsive caregiving support and improved access to holistic services.	Whole-family approaches and inclusive parenting support may strengthen community cohesion, reduce stigma and improve understanding of family needs.

Relevant group	Impact on advancing equality of opportunity? e.g. reduce disadvantage/inequality, meet different needs, increase participation	Impact on fostering good relations? e.g. reduce prejudice and increase understanding and tolerance
People from different ethnic backgrounds	The plan may improve access to support, participation and wellbeing through targeted anti-poverty work, inclusive participation and anti-racist approaches.	The explicit commitment to tackling racist bullying and promoting inclusive environments is likely to improve understanding, reduce prejudice and strengthen community cohesion.
People with religious or protected beliefs	The plan's inclusive and participatory approach may improve access and representation for children and families from different faith backgrounds.	The plan may improve understanding and respect between communities through inclusive practice and anti-discrimination approaches.
Men or women [This may include carers, because many are women]	The plan may improve equality through whole-family approaches, anti-poverty actions, inclusive parenting support, targeted work addressing sexism and misogyny and work resulting from the Childcare SLWG and SHERU reports.	The plan includes positive action to challenge sexism and promote respectful relationships, which may reduce prejudice and improve understanding.
People who are heterosexual, lesbian, gay or bisexual	The plan's emphasis on inclusion, participation and mental wellbeing may improve access to support and reduce barriers experienced by LGBTQ+ children and young people.	The plan may improve understanding and reduce prejudice through inclusive approaches and anti-discrimination work.
Care experienced people	The plan is likely to have a strongly positive impact through early intervention, whole-family support, poverty reduction and improved participation.	Trauma-informed approaches and anti-stigma practice may improve understanding and inclusion for care-experienced young people.
People who experience health inequalities caused by socio-economic disadvantage	The plan is likely to significantly reduce inequalities through child poverty reduction, mental health support, early intervention and whole-family support.	Improving equitable access to support may strengthen trust in services and community cohesion.

Relevant group	Impact on advancing equality of opportunity? e.g. reduce disadvantage/inequality, meet different needs, increase participation	Impact on fostering good relations? e.g. reduce prejudice and increase understanding and tolerance
[This may include people in different or difficult circumstances, such as people experiencing homelessness, who are in prison or ex-offenders, people with addictions and people involved with prostitution. Note – travel costs have a particular impact on people experiencing poverty.]		
People who experience employment inequalities caused by socio-economic disadvantage. [This may include people in different or difficult circumstances, such as people experiencing homelessness, who are in prison or ex-offenders, people with addictions, ex-service personnel/veterans and people involved with prostitution. Note – travel costs have a particular impact on people experiencing poverty.]	The plan may improve educational attainment, positive destinations and financial stability, helping to reduce intergenerational disadvantage.	Improved inclusion and access to support may strengthen trust between communities and services.

Relevant group	Impact on advancing equality of opportunity? e.g reduce disadvantage/inequality, meet different needs, increase participation	Impact on fostering good relations? e.g. reduce prejudice and increase understanding and tolerance
Carers	The plan may improve wellbeing and inclusion for carers through strengthened family support, trauma-informed approaches and coordinated services.	Whole family support approach may strengthen understanding and collaboration between services, families and carers.

Compatibility with children's rights

If your proposal does not affect children and young people under 18 do not complete this section.

Use pages 25-27 of the guidance.

If your proposal affects children and young people up to age 18, use the evidence you have collected to explain if the proposed activity is compatible with relevant UN Convention on the Rights of the Child (UNCRC) rights. Not all UNCRC rights may apply to your work. Using the guidance, go through the list below, identify which ones are relevant and if the proposed activity is:

- Compatible with a relevant UNCRC right, record this as a positive impact.
- Not compatible with a relevant right (it reverses, reduces or regresses children's potential enjoyment of a relevant UNCRC right), record this as a negative impact.
- Not relevant to a UNCRC right, or doesn't affect a UNCRC right, record this as a neutral impact.

Respecting a relevant UNCRC right means not restricting or interfering with this right.

Protecting a relevant UNCRC right means putting in place safeguard(s) that will help to ensure individuals or organisations do not act in a way that restricts or interferes with this right.

Fulfilling a relevant UNCRC right means proactively doing something that will help children to enjoy this right.

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
1 – we must make sure everyone under 18 years old can enjoy all UNCRC rights	Yes	The Children's Services Plan is for all citizens of Edinburgh prebirth to 18. We will promote the plan, take forward the actions of the plan and measure progress.
2 – we must make sure all UNCRC rights apply to every child without discrimination.	Yes	The Children's Services Plan is for all children and young people within Edinburgh and sub-group actions have been assessed with an equalities lens.
3 – we must make sure the best interests of the child are a top priority in all decisions and actions that affect the child.	Yes	
4 - we must create systems that promote and protect UNCRC rights.	Yes	Children's Rights and Participation (CRP) sub-group will build on the previous iteration of the plan and it's systems, as will the Delivery group. The CRP sub-group has a joint membership between the Children's Partnership and Community Learning & Development Partnership and will collate, monitor and report on Children's Rights and Participation, alongside strengthening systems to fulfil Children's Rights.
5 – we must respect the rights and responsibilities of parents and carers to provide guidance and direction to their child	Yes	This plan does not interfere with this Right. The Children's Services Plan embeds a principle of whole family support, promoting information, support and advice for parents, enabling them to provide guidance to their child.

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
as they grow up, recognising the child's capacity to make their own choices.		
6 – we must do everything we can to ensure that children survive and develop to their full potential.	Yes	The basis of the Children's plan is to support children and young people in Edinburgh to develop to their full potential. The Poverty and Inequality sub-group actions provide foundational and specific actions which support fulfilment of this right. The Best Start in Life, Wellbeing and Mental Health and Youth Work, Inclusion & Engagement sub-groups further supporting this right with actions based on age, stage and need.
7 – we must respect the right to be registered at birth, to have a name and nationality and as far as possible for children to know and be cared for by their parents.	Neutral	Through the Best Start in Life sub-group actions, the Children's Services Plan will contribute to the building of strong foundations and attachments for parents & families of children pre-birth to five years old.
8 – we must respect and protect children's right to an identity and prevent a child's name, nationality or family relationships from being changed unlawfully.	Neutral	

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
9 – we must not separate children from their parents against their will unless it is in their best interests and uphold the right to stay in contact with both parents, unless this could cause them harm.	Neutral	Through the Best Start in Life sub-group actions, the Children's Services Plan will contribute to the building of strong foundations and attachments for parents & families of children pre-birth to five years old.
10 – we must respond quickly and sympathetically if a child or their parents apply to live together in the same country. The right to visit and keep in contact with both parents if they live in different countries.	Neutral	
11 – we must do everything we can to stop children being taken out of their own country illegally by	Neutral	

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
their parents or other relatives, or being prevented from returning home.		
12 – we must respect the right for children to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.	Yes	The CRP sub-group will strengthen mechanisms for capturing infant, child, young person and family voices by embedding the Lundy model of participation across planning, delivery and evaluation. It will collect and analyse children and young people's voices to improve understanding of systemic barriers to children's services for vulnerable groups.
13 – we must make sure every child is free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.	Neutral	The Children's Partnership will actively seek the voice of infants, children and young people; supporting free expression of thoughts and opinions. Information about services and plans will be provide in child accessible formats where appropriate.
14 – we must respect children's right to think and believe what they choose and also to practise their religion as long as they are not stopping other	Neutral	

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
people from their rights. We must respect the rights and responsibilities of parents to guide their child as they grow up.		
15 – we must respect the right to meet with other children and join groups and organisations as long as this does not stop other people from enjoying their rights.	Yes	The Youth Work, Inclusion and Engagement sub-group will deliver a Play Strategy which will make recommendations that increase equitable access to informal learning, play, leisure and culture opportunities for children and young people as well as progress the youth work strategy calls to action to ensure children and young people can access safe spaces to meet in groups.
16 – we must respect the right to privacy and protecting the child's private, family and home life, including protecting children from unlawful attacks that harm their reputation.	Neutral	The Children's Service Plan does not interfere with this Right. It may indirectly contribute to respecting privacy and protection of children's private, family and home life through the identified action on social media to promote positive approaches to the use of digital environments.

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
17 – we must ensure children have access to reliable information from a variety of sources, and help to protect children from materials that could harm them.	Yes	Where appropriate, information (services, plans, supporting documents) will be accessible to children and young people regarding the activities of the Children's Service's Plan. The Children's Partnership will also contribute to fulfilling the right, through potential protection from materials which could harm through the Wellbeing and Mental Health sub-group action to promote positive approaches to the use of digital environments and Children's Rights and Participation sub-group action to address children and young people's concerns around racism and misogyny.
18 – we must support parents by creating support services for children and giving parents the help they need to raise their children.	Yes	The Children's Service Plan is underpinned by trauma informed and whole family support principles and ensures that services and pathways are delivered to parents which support them to raise their children.
19 – we must do everything we can to protect children from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.	Neutral	This plan does not interfere with this right. It may support the right through the Best Start in Life sub-group work to strengthen responsive care-giving, support inclusion of fathers and focus on attachment.

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
20 – we must give children who cannot be looked after by their immediate family special protection and assistance, that is continuous and respects their culture, language and religion.	Neutral	
21 – the process of adoption must be safe, lawful and prioritises children's best interests.	Neutral	
22 – if a child is seeking refuge or has refugee status, we must provide them with appropriate protection and assistance (within our remit/ functions) to help them enjoy UNCRC rights.	Neutral	The Children's Service Plan does not interfere with this Right. It may contribute to appropriate assistance through the Poverty and Inequality sub-group actions which will include families with No Recourse to Public Funds. The Children's Partnership also has a remit to provide wellbeing and community opportunities which will be strengthened through the actions of the Wellbeing and Mental Health, and Youth Work, Inclusion & Engagement sub-groups.

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
23 – we must do all we can to support disabled children and their families to enjoy their right to live a full and decent life with dignity and as far as possible independence and to play an active part in the community.	Yes	The Plan actively looks to fulfil the right within scope through supporting neuro-affirming and trauma informed environments, mitigating effects of poverty and inequality and through the development of a Play strategy.
24 – we must provide good quality health care and education on health and well-being so that children can stay healthy.	Neutral	The single agencies of the Children's Services Plan provide direct health care and education. The Plan does not deliver these services directly. The Plan will enhance the right through supporting best practices, delivering community mental health and wellbeing opportunities, and youth work alongside the promotion of breastfeeding & responsive care-giving..
25 – we must make sure children who have been placed away from home for the purpose of care or protection (e.g. in hospital) can have a regular review of their treatment, the way they are cared for and	Neutral	

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
their wider circumstances.		
26 – Governments must provide social security, including financial support and other benefits to families in need of assistance.	Yes	The outcome of the Poverty and Inequality sub-group is that families experience improved financial stability, wellbeing and inclusion, reducing child poverty and deprivation-related inequalities and improving long-term outcomes for children and young people.
27 – we must help families (within our remit, functions) who cannot afford to, to provide their child with a standard of living that is good enough to meet their physical and social needs and support their development.	Yes	The outcome of the Poverty and Inequality sub-group is that families experience improved financial stability, wellbeing and inclusion, reducing child poverty and deprivation-related inequalities and improving long-term outcomes for children and young people.
28 – every child has the right to an education and discipline in schools	Neutral	The single agencies of the Children's Services Plan provide direct education. The Plan may indirectly enhance this right through: - examining and addressing barriers to participation in learning outside of school from EY to secondary school,

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
must respect children's dignity and their rights.		- Codesigning and piloting a unified framework that supports improved transition process between Health, Education and the Third sector for transitions from Health Visiting and Early Years settings into Primary 1.
29 – education must develop every child's personality, talents and abilities to the full and encourage child's respect for human rights, as well as respect for their parents, their own and other cultures and the environment.	Yes	The single agencies of the Children's Services Plan provide direct education. The Plan may indirectly enhance the right through workforce development coordination and development of a response to CYP concerns about racist bullying and misogynistic behaviour from peers.
30 – we must respect that every child has the right to learn and use their language, customs and religion of their family, whether or not these are shared by the majority of the people	Neutral	The single agencies of the Children's Services Plan provide direct education. The Plan may indirectly enhance the right through workforce development coordination and development of a response to CYP concerns about racist bullying and misogynistic behaviour from peers.

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
in the country where they live.		
31 – we must respect the right of every child to relax, play and take part in a wide range of cultural and artistic activities.	Yes	The Children's Services Plan actively supports fulfilment of this right through actions of the Best Start in Life sub-group and Youth Work, Inclusion and Engagement sub-group which will strengthen messages which support responsive care-giving and play, progress the Youth & Children's Work Strategy and associated Calls to Action and deliver an Edinburgh Play Strategy.
32 – we must protect children from economic exploitation and work that is dangerous or might harm their health, development or education.	Neutral	
33 – we must protect children from the illegal use of drugs and from being involved in the production or distribution of drugs.	Neutral	The Children's Service Plan does not interfere with this right. It may contribute to fulfilment of the right through upstream, preventative actions which address the root causes of exploitation such as poverty and inequality.

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
34 – we must protect children from all forms of sexual abuse and exploitation.	Neutral	The Children's Service Plan does not interfere with this right. It may contribute to fulfilment of the right through upstream, preventative actions which address the root causes of exploitation such as poverty and inequality.
35 – we must protect children from being abducted, sold or moved illegally to a different place in or outside their country for the purpose of exploitation.	Neutral	The Children's Service Plan does not interfere with this right. It may contribute to fulfilment of the right through upstream, preventative actions which address the root causes of exploitation such as poverty and inequality.
36 – we must protect children from all other forms of exploitation (e.g. by the media, or for medical research)	Neutral	The Children's Service Plan does not interfere with this right. It may contribute to fulfilment of the right through upstream, preventative actions which address the root causes of exploitation such as poverty and inequality.
37 – we must not torture or cause suffering or other cruel or degrading treatment or punishment. Children should be detained only as a last resort and for the shortest	Neutral	

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
time possible. They must be treated with respect and care and be able to keep in contact with their family.		
38 – we must do everything we can to protect and care for children affected by war and armed conflicts.	Neutral	This plan does not interfere with this right. The plan embeds trauma informed principles and approaches within service delivery.
39 – we must provide special support to help children who have experienced neglect, abuse, exploitation, torture or who are victims of war to recover their health, dignity, self-respect and social life.	Neutral	
40 – we must treat a child accused or guilty of breaking the law	Neutral	

UNCRC right	Is the proposed activity compatible with this right?	What we can do to respect, protect and fulfil enjoyment of this right?
with dignity and respect.		
41 – we must comply with national laws and standards that go further than UNCRC rights.	Neutral	
42 – we must actively work to make sure children and adults know about UNCRC.	Yes	The Children's Service Plan works to ensure UNCRC is embedded across the planning and delivery cycle. The Children's rights and participation sub-group will oversee the progress made for children, young people and families being meaningfully involved in shaping services, with their rights, voices and lived experiences informing decisions and contributing to reduced inequalities and improved outcomes. This will include awareness raising through workforce development activities.

Part 3: Next steps

Mitigating actions

Use page 31 of the ECRIA guidance.

Record all the actions that have been identified to remove or reduce any negative impacts. Record whether these have been actioned in developing the final proposal or need to be actioned as part of the implementation of the proposal and which department/ team is leading this work.

Sharing with decision-makers

Use page 29 of the guidance.

Explain how we will make sure the results of the impact assessment will be taken into account by decision-makers before a final decision about this piece of work is taken.

Publishing the ECRIA

The ECRIA report must be published on the NHS Lothian website as soon as practicable after a decision to implement the proposed activity is made.

Monitoring the impact

Use page 30 of the guidance.

How will we monitor the actual impact of this piece of work on equality, socio-economic disadvantage or children's rights?

What information will you start or continue to collect and report on?	What impact are you measuring
The Children's Partnership will track 10 outcome indicators: • Child poverty • Looked after children • Smoking in pregnancy • Breastfeeding • Developmental Concerns • P1 Healthy Weight • P1 Literacy • Secondary school attendance • School leaver's positive destinations • Care-experienced school leaver's positive destinations	These indicators represent things the Partnership aims to achieve as part of its collective vision. They will be tracked over the 3 year cycle of the plan to measure overall health and wellbeing of Edinburgh's population of children and young people. Where data is available, the Partnership will disaggregate outcomes by deprivation, comparing outcomes for those in the most and least deprived areas.
In addition to the above, each sub-group will identify a set of measures as part of their detailed action planning, which will be routinely collated and reported back to the Children's Partnership.	The chosen indicators associated with each sub-group will measure progress against the specific actions within the plan, with a request that indicators are disaggregated by deprivation and / or other equality characteristics where this information is available.