

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Chief Executive's
Service Area	AfC Commissioning
Service/policy/function being assessed	AfC – Children's Services
Which borough (s) does the service/policy apply to	Richmond
Staff involved in developing this EINA	Steven Tanner
Date approved by Directorate Equality Group (if applicable)	N/A
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	02/10/2024
Date submitted to Directors' Board	

1. Summary

Please summarise the key findings of the EINA.

This Equality Impact and Needs Analysis (EINA) assesses the potential impact on groups with protected characteristics of the London Borough of Richmond and Royal Borough of Kingston's ongoing commissioning of local authority-owned company (Achieving for Children) which delivers children's services across both boroughs. This document does not assess services directly delivered by Achieving for Children, they have their own equality and diversity policy, conduct their own annual equality report and produce equality impact assessments to understand the impact of their work on different groups of people.

This EINA has found that there is no adverse impact on people with protected characteristics as a result of the commissioning of AfC by the two councils. Key findings are as follows:

- Eligibility for services is not affected by commissioning services to AfC. Any changes to the eligibility for services in the future would need to be agreed with the two Councils and subjected to a further EINA.
- The Performance Management Framework sets out how the two Councils hold AfC to account for its performance; this includes outcomes and measures in relation to children and young people with protected characteristics. The two Councils' monitoring and oversight arrangements for equalities issues are complemented by external scrutiny.
- The Commissioning Agreement sets out the two Councils' expectations of AfC in terms of:

- Ensuring that the needs of children and young people with protected characteristics are taken into account in the design and delivery of services;
- Promoting equality of opportunity and positive outcomes for children and young people with protected characteristics; and
- Fostering good relations between all children and young people, in order to tackle prejudice and promote understanding.

The Commissioning Agreement also requires AfC (through its Business Plan) to set out explicitly how it will meet these expectations.

The Commissioning Cycle is the process through which the two Councils work with AfC to:

- Identify the needs of children and young people with protected characteristics, and aim to further improve how services meet diverse needs of children and young people from protected groups;
- Analyse take-up of services by children and young people with protected characteristics;
- Identify and address gaps in service delivery; and
- Analyse outcomes for children and young people with protected characteristics.

Where gaps or specific issues around service delivery have been identified in the Assessment of Need, these will be noted and addressed through service level EINAs.

The EINA also sets out the many benefits and positive impact of recommissioning Achieving for Children across both boroughs. Namely that the shared model ensures the sustainability and viability of crucial social care, and targeted support provision to vulnerable children and their families as well as universal education in a time of increased demand and resource pressures; children and young people, their families and carers will be reassured that they will continue to be supported without disruption or interruption. The contract and performance framework ensure that AfC is looking to constantly improve the service it delivers to children and young people and to improve outcomes for them. As highlighted above, the recommissioning of children's services provision by AfC will also ensure that service delivery and provision continues to be sensitive and responsive to the changing needs of users with protected characteristics as well as allowing for the constructive partnership working across the health and voluntary sectors to be further developed and strengthened.

2. Evidence gathering and engagement

a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
Borough demographic data of all protected groups	DataRich (ONS Census, 2021)
Population	Richmond Children and Young People's Needs Assessment 2019 (CYPNA)
Early Years	(Note: a new needs assessment is planned).
School Age Health	Children and Young People's Plan 2024 (expected to be published Autumn 2024).
Mental Health	Published DfE data.
Education	Published SEND Futures data.
Children with Special Educational Needs	
Children who need extra support	
Crime	
Housing, Homelessness & Poverty	

b. Who have you engaged and consulted with as part of your assessment?

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
Mi Voice Youth Council Elections poll 2022	Top four priorities resulting from the poll were: 1. Mental health, 2. Climate change, 3. Sexual harassment, and 4. Racism.	2022	Priorities were fed into the Children and Young People's Plan (CYPP) which is informing changes that need to be made to make Richmond a better place for children and families.
Richmond Youth Wellbeing Survey (410 respondents, 11-19)	Top concerns about living/studying in Richmond borough were: 1. School/college pressure 2. Coronavirus 3. Crime 4. Mental health 5. Pollution/traffic 6. Public transport	August 2020	Priorities were fed into the CYPP.

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
Richmond Youth Needs Analysis 2020 (222 10-25s)	<p>Suggestions and concerns included:</p> <ul style="list-style-type: none"> ○ Activities – a wider range, more affordable, and better awareness about what is on offer and where ○ Easier to find out about and access mental health support ○ Pressure to achieve ○ Drug use among peers ○ Food insecurity ○ Being mugged, sexual harassment, and/or assault <p>Social media – more positive than negative</p>	2020	<p>Recommendations included:</p> <ul style="list-style-type: none"> ○ Collaborate with peer researchers through schools and youth orgs. ○ Provide training for youth practitioners on mental health and wellbeing. ○ Improve guidance in schools on sexual health and drug use. ○ Support youth worker forums. ○ Develop and maintain a 'what's on and where' website for services and activities. ○ Encourage free taster sports sessions for youth groups. ○ Encourage employer/school partnerships. ○ Promote Kickstart programme locally. ○ Support organisations to provide inclusive online activities. <p>These were fed into the CYPP.</p>
Make Your Mark 2022 Youth Council vote (5,000 young people)	<p>Top priorities for Richmond were:</p> <ol style="list-style-type: none"> 1. Poverty 2. Covid recovery 3. Jobs, money, homes, and opportunities 4. Environment, health and wellbeing 	2022	Priorities were fed into the CYPP.
Children in Care Council children and young people's survey (23 participants)	<p>Top three priorities were:</p> <ol style="list-style-type: none"> 1. Help with friendships and relationships 2. Support managing thoughts and feelings 3. Themes (e.g. mental health, accommodation, etc.) 	2022	CiCC Action Plan
Richmond Climate Change Strategy and Air Quality Action Plan survey for young people (182 respondents, 11-18 but	<p>The survey asked:</p> <ul style="list-style-type: none"> ○ The most common actions young people are taking to combat climate change 	February 2020	Priorities were fed into the CYPP.

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
mostly 11-12) and Youth Climate Change Summit	<ul style="list-style-type: none"> ○ What would young people like to do to try and prevent climate change ○ The most important things young people think that need to be done to try to prevent climate change <p>What young people think about school initiatives around climate change.</p>		
Youth Council sexual harassment in schools survey 2020 (817 girls/young women, 11-18)	<p>73% of respondents had experienced some sort of sexual harassment outside of school, 51% had experienced it online and 44% had experienced it in school. Themes included:</p> <ul style="list-style-type: none"> ○ Barriers to accessing support ○ Significant underreporting ○ Schools' lack of understanding ○ Social media sexual harassment ○ Wider society and culture of sexual harassment ○ Lack of safe spaces for disclosures <p>Sexual harassment in public spaces/transport</p>	2020	Priorities were fed into the CYPP.
Youth Community Conversation	<p>To hear the voice of young people who live, work and play in the borough and give them a chance to speak to council officers and ward Councillors. Young people discussed areas such as:</p> <ul style="list-style-type: none"> ○ Transport 	November 2022	Priorities were fed into the CYPP.

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
	<ul style="list-style-type: none"> ○ Education ○ Health ○ Climate Change 		

3. Analysis of need

Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion

Protected group	Findings																																																																							
Age	<p>There are 47,200 0-19-year-olds in Richmond (2021), comprising almost a quarter of the borough’s population (24.2%), slightly higher than the London proportion (23.7%) and higher than England (23.1%). 10-14-year olds account for the largest proportion of the 0-18 population at 28% and make up 6.8% of the overall population (2021).</p> <table><tr><th colspan="5">Total population 19 or under</th></tr><tr><th>Age Group</th><th>Area</th><th>Number</th><th>% of total population</th><th>% of 0-19 population</th></tr><tr><td rowspan="3">0-4</td><td>Richmond</td><td>11,100</td><td>5.7%</td><td>23.5%</td></tr><tr><td>London</td><td>529,000</td><td>6.0%</td><td>25.4%</td></tr><tr><td>England</td><td>3,077,000</td><td>5.4%</td><td>23.6%</td></tr><tr><td rowspan="3">5-9</td><td>Richmond</td><td>12,800</td><td>6.6%</td><td>27.1%</td></tr><tr><td>London</td><td>531,500</td><td>6.0%</td><td>25.5%</td></tr><tr><td>England</td><td>3,348,600</td><td>5.9%</td><td>25.6%</td></tr><tr><td rowspan="3">10-14</td><td>Richmond</td><td>13,200</td><td>6.8%</td><td>28.0%</td></tr><tr><td>London</td><td>535,400</td><td>6.1%</td><td>25.7%</td></tr><tr><td>England</td><td>3,413,100</td><td>6.0%</td><td>26.1%</td></tr><tr><td rowspan="3">15-19</td><td>Richmond</td><td>10,100</td><td>5.2%</td><td>21.4%</td></tr><tr><td>London</td><td>489,400</td><td>5.6%</td><td>23.5%</td></tr><tr><td>England</td><td>3,218,900</td><td>5.7%</td><td>24.7%</td></tr><tr><td rowspan="2">Total 0-19</td><td>Richmond</td><td>47,200</td><td>24.2%</td><td>-</td></tr><tr><td>London</td><td>2,085,300</td><td>23.7%</td><td>-</td></tr></table>	Total population 19 or under					Age Group	Area	Number	% of total population	% of 0-19 population	0-4	Richmond	11,100	5.7%	23.5%	London	529,000	6.0%	25.4%	England	3,077,000	5.4%	23.6%	5-9	Richmond	12,800	6.6%	27.1%	London	531,500	6.0%	25.5%	England	3,348,600	5.9%	25.6%	10-14	Richmond	13,200	6.8%	28.0%	London	535,400	6.1%	25.7%	England	3,413,100	6.0%	26.1%	15-19	Richmond	10,100	5.2%	21.4%	London	489,400	5.6%	23.5%	England	3,218,900	5.7%	24.7%	Total 0-19	Richmond	47,200	24.2%	-	London	2,085,300	23.7%	-
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		England	13,057,600	23.1%	-										
	Population and household estimates, England and Wales: Census 2021 - Office for National Statistics (ons.gov.uk)														
Disability	<ul style="list-style-type: none">• SEND Partnership Board reporting: As at 31 March 2024 1790 pupils in Richmond had EHCPs to meet their needs. About 6% of these children and young people also receive support from children’s social care (a total of 112 as of October 2023, 33 being looked after, 13 having a child protection plan and 66 having a child in need plan).○ Academic year data from 2022-3 (Sen2) data shows that there were 4353 pupils with SEN support (without EHCP) accounting for 11% of the school population and 1254 pupils with EHCP of which 71.3% were male.○ There are disproportionately more males with EHCPs with the total largest proportion aged 9-11 years of age. The main needs addressed in local EHCPs are autistic spectrum conditions (28%), speech, language and communication needs (18%); and social, emotional and mental health needs (12%) (<i>AfC SEND futures Plan 2019 and continued trend SEN 2 2022-23</i>). <p>A disproportionate number of children with SEN or EHCPs are eligible for free school meals – 24.2% and 30.1% respectively compared with the Richmond average of 12.4%. (June 2022).</p>														
Sex	<p>There is a consistent representation of males and females across all age groups in the borough:</p> <table><tr><th>Name</th><th>Richmond upon Thames</th></tr><tr><td>Females</td><td>101317</td></tr><tr><td>Females (%)</td><td>51.9</td></tr><tr><td>Males</td><td>93961</td></tr><tr><td>Males (%)</td><td>48.1</td></tr></table> <p>(Census 2021):</p> <p>In all state-funded schools that Achieving for Children work with there is a slight male gender bias, with 51.1% males to 48.9% female. However, the gender bias is much more pronounced in special schools where 68.6% of pupils registered are male and in the Pupils Referral Units where 60.3% of pupils registered are male.</p> <p>Males are over-represented within the services delivered by AfC:</p> <ul style="list-style-type: none">• Children in need: 54.5% male, 44.2% female, 1.1% unborn and the gender of 0.1% is indeterminate. (Similar to national)• 56.1% of children subject to a child protection plan are male, 40.8% are female and 3.1% are unborn (similar to national)					Name	Richmond upon Thames	Females	101317	Females (%)	51.9	Males	93961	Males (%)	48.1
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	<ul style="list-style-type: none"> Children Looked After 60.2% and 39.8% (greater than national). Nationally, just over half of children looked after are male and just under half are female. <p>(Source: CYPNA 2019)</p>																						
Gender reassignment	<p>The 2021 Census recorded that 93.98% of the population are the same gender identity as their sex as registered at birth, 0.15% are a different gender identity from sex registered at birth, 0.09% are trans women, 0.07% are trans men, 0.04% are non-binary, 0.05% are 'All other gender identities' and 5.63% abstained from answering the questions. This question was only asked of those aged over 16.</p> <p>No data is available for Richmond children and young people.</p>																						
Marriage and civil partnership	<p>Richmond upon Thames saw England's largest percentage-point fall in the proportion of people aged 16 years and over who had never been married or in a civil partnership (from 36.7% in 2011 to 35.9% in 2021). These figures include same-sex marriages and opposite-sex civil partnerships in 2021.</p> <table border="1"> <thead> <tr> <th></th><th>Richmond upon Thames</th></tr> </thead> <tbody> <tr> <td>Never married and never registered a civil partnership</td><td>55958</td></tr> <tr> <td>Never married and never registered a civil partnership (%)</td><td>35.9</td></tr> <tr> <td>Married or in a registered civil partnership</td><td>77105</td></tr> <tr> <td>Married or in a registered civil partnership (%)</td><td>49.5</td></tr> <tr> <td>Separated, but still legally married or still legally in a civil partnership</td><td>3005</td></tr> <tr> <td>Separated, but still legally married or still legally in a civil partnership (%)</td><td>1.9</td></tr> <tr> <td>Divorced or civil partnership dissolved</td><td>12518</td></tr> <tr> <td>Divorced or civil partnership dissolved (%)</td><td>8</td></tr> <tr> <td>Widowed or surviving civil partnership partner</td><td>7248</td></tr> <tr> <td>Widowed or surviving civil partnership partner (%)</td><td>4.7</td></tr> </tbody> </table> <p>(ONS Census 2021)</p>		Richmond upon Thames	Never married and never registered a civil partnership	55958	Never married and never registered a civil partnership (%)	35.9	Married or in a registered civil partnership	77105	Married or in a registered civil partnership (%)	49.5	Separated, but still legally married or still legally in a civil partnership	3005	Separated, but still legally married or still legally in a civil partnership (%)	1.9	Divorced or civil partnership dissolved	12518	Divorced or civil partnership dissolved (%)	8	Widowed or surviving civil partnership partner	7248	Widowed or surviving civil partnership partner (%)	4.7
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Protected group	Findings						
	<p>Under-age marriages</p> <p>The Marriage and Civil Partnership (Minimum Age) Act 2022 came into effect in February 2023. The Act raised the age of marriage and civil partnership to 18 in England and Wales to protect children from forced marriage. This means that 16 to 17-year-olds are no longer be able to marry or enter a civil partnership under any circumstances, including with parental or judicial consent from 26 February 2023. It will not be possible for anyone under 18 to marry or enter a civil partnership after this date.</p> <p>Pre 2023 data - Richmond:</p> <p>In 2016 1,113 opposite sex marriages in Richmond of which 46 (4.1%) had a bride under 25 and 29 (2.6%) a groom under 25. It is estimated that less than one Richmond young person 16-18 per annum will marry a member of the opposite sex.</p> <p>(Source: CYPNA 2019)</p>						
Pregnancy and maternity	<p>Under-18 Conceptions:</p> <p>The 2018 Conception Rate for under 16-year-olds fell by 7% from 2017. Both rates are at the lowest level since records began in 1969. In comparison, in Richmond, rates have fallen by 55.1% since 1998 but saw an increase of 54.5% between 2017 to 2018. Most teenage conceptions are unintended, and the data suggests that access to contraception for young women in Richmond must continue to be strengthened.</p> <p>(Source: JSNA 2021)</p> <p>Birth rate per 1, 000 females aged 15 to 44 years:</p> <table><tr><td></td><td>General fertility rate - Female - 15-44 yrs 2021</td></tr><tr><td>Richmond upon Thames</td><td>56.9 [54.52,59.4]</td></tr><tr><td>England</td><td>54.3 [54.11,54.39]</td></tr></table>		General fertility rate - Female - 15-44 yrs 2021	Richmond upon Thames	56.9 [54.52,59.4]	England	54.3 [54.11,54.39]
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Protected group	Findings		
		Under 18s conception rate / 1,000 - Female - <18 yrs 2017	Under 18s conception rate / 1,000 - Female - <18 yrs 2020
	Richmond upon Thames	6.645	5.687
	England	17.784	12.998
	<p>There were 8.6 conceptions per 1,000 women under 18 in Richmond upon Thames for the rolling 12 month period to December 2021 (ONS statistics – latest data available for Richmond upon Thames). This is slightly down on the rate for the same rolling 12 month period to December 2019 (8.9) but an increase on the December 2020 rate of 5.7. However that was when the impact of Covid measures and restrictions were most prevalent. Most recent rates are still lower than the London (9.5), Outer London (9.4) and England (13.1) averages, however the rate is the 14th lowest in London. (Source Census 2021)</p> <p>Teenage Pregnancy numbers across the UK declined over the decade to 2017. This reduction was mirrored in Richmond with 20 teenage pregnancies in 2017 compared to 36 in 2014 and 66 in 2008. Since 2017, teenage pregnancy numbers have increased with the latest data for 2021 showing a total of 29 teenage pregnancies; this is similar to 2019 (28) and a decrease on 32 in 2018. 2020 shows a larger dip to 19 pregnancies but this is not directly comparable given Covid impact on that year.</p> <p>In 2017 there were 1.7 births to teenage mothers and 5.6 abortions per 1,000 females under 18 years. 37.5% of mothers who gave birth in 2018 were aged between 35-39 years and 10.5% were mothers aged between 40-44 years. This is higher than both the London and England averages. In 2021 there were 6.9 abortions per 1000 females under 18 years in Richmond compared to 5.5 in London and 6.5 in England. (Sources:- Quarterly conceptions to women aged under 18 years, England and Wales - Office for National Statistics, Abortion statistics for England and Wales: 2021 - GOV.UK (www.gov.uk), CYPNA 2019)</p>		
Race/ethnicity	<p>Richmond is one of the least ethnically diverse boroughs in London however trends are changing. The 2021 Census shows the percentage of residents who identify as White has fallen compared to 2011, while there has been an increase in residents from Asian, Black, Mixed or Multiple Minority Ethnic groups, and from Other Minority Ethnic groups ("Arab" or "Any other ethnic group"), with the highest increase among residents of Mixed or Multiple Ethnic groups.</p>		

Protected group	Findings																							
	<div><p>Percentage of usual residents by ethnic group, Richmond upon Thames</p><p>● 2011 ● 2021</p><table><tr><th>Ethnic group</th><th>2011</th><th>2021</th></tr><tr><td>Asian, Asian British or Asian Welsh</td><td>7.3%</td><td>8.9%</td></tr><tr><td>Black, Black British, Black Welsh, Caribbean or African</td><td>1.5%</td><td>1.9%</td></tr><tr><td>Mixed or Multiple ethnic groups</td><td>3.6%</td><td>5.5%</td></tr><tr><td>White</td><td>86.0%</td><td>80.5%</td></tr><tr><td>Other ethnic groups</td><td>1.6%</td><td>3.3%</td></tr></table><p>Source: Office for National Statistics – 2011 Census and Census 2021</p><p>Languages:</p><ul style="list-style-type: none">English is the main language for Richmond residents (88.7%), which is -1% point lower than 2011. This is a higher proportion than Outer London (78.9%) and London (78.4%), but lower than England (90.8%).9.5% household have members that speak different main languages.Spanish (0.9%) is now the most spoken language in Richmond after English rising from 3rd highest (0.3%) in 2011. Spanish is second largest in London (1.4%) behind Romanian (1.9%).Polish was the most spoken language in Richmond after English in 2011 (1.1%) and has fallen to 2nd highest (0.9%) in 2021. Italian is 3rd, Turkish is 4, Portuguese 5th and Persian 6th.<p>(ONS 2021 Census)</p><p>Ethnic group projections of children & young people in Richmond 2011-2026</p><table><tr><th>Ethnicity</th><th>2021</th><th>%</th><th>2026</th><th>%</th></tr></table></div>	Ethnic group	2011	2021	Asian, Asian British or Asian Welsh	7.3%	8.9%	Black, Black British, Black Welsh, Caribbean or African	1.5%	1.9%	Mixed or Multiple ethnic groups	3.6%	5.5%	White	86.0%	80.5%	Other ethnic groups	1.6%	3.3%	Ethnicity	2021	%	2026	%
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Protected group	Findings				
	White British	30400	63.0	29500	61.1
	White Irish	600	1.3	700	1.4
	Other White	7000	14.5	7500	15.5
	White & Black Caribbean	700	1.5	800	1.6
	White & Black African	500	1.0	500	1.0
	White & Asian	1900	3.9	1800	3.7
	Other Mixed	1200	2.5	1300	2.6
	Indian	1100	2.3	1100	2.4
	Pakistani	600	1.3	700	1.4
	Bangladeshi	300	0.6	300	0.6
	Chinese	300	0.6	200	0.5
	Other Asian	1600	3.4	1800	3.8
	Black African	600	1.3	600	1.3
	Black Caribbean	200	0.4	200	0.4
	Other Black	200	0.3	200	0.3
	Arab	500	1.0	600	1.1
	Other Ethnic Group	600	1.2	600	1.2
	<i>White</i>	<i>38000</i>	<i>78.8</i>	<i>37700</i>	<i>78.0</i>
	<i>Black, Asian, Minority Ethnic</i>	<i>10200</i>	<i>21.2</i>	<i>10700</i>	<i>22.0</i>
	All Ethnicities	48200	-	48300	-
<i>Ethnic Group Projections (Housing-Led) © GLA 2016-based Demographic Projections, 2017</i>					
<p>The pupil population is more diverse than the resident population. In 2017 the Richmond 0-18 population was 79.1% white and 20.9% from ethnic minority groups. In 2022/23 the pupil population was 70.5% white and 29.5% ethnic minority groups. There is increasingly more diversity in the pupil population than in previous years.</p>					

Protected group	Findings	
	Percent for 'Pupil characteristics - number of pupils by ethnicity and language' for Any other ethnic group, Asian - Any other Asian background, Asian - Bangladeshi, Asian - Chinese, Asian - Indian and 14 other filters in Richmond upon Thames for 2022/23	
		2022/23
	Total	100.0
	Any other ethnic group	3.3
	Asian - Any other Asian background	3.4
	Asian – Bangladeshi	0.6
	Asian – Chinese	2.3
	Asian – Indian	3.3
	Asian – Pakistani	1.5
	Black - Any other Black background	0.5
	Black - Black African	1.8
	Black - Black Caribbean	0.5
	Mixed - Any other Mixed background	5.3
	Mixed - White and Asian	3.8
	Mixed - White and Black African	1.4
	Mixed - White and Black Caribbean	1.8
	Unclassified	3.0
	White - Any other White background	16.3
	White - Gypsy/Roma	0.1
	White – Irish	1.0
	White - Traveller of Irish heritage	0.1
	White - White British	50.1
	Totals include state-funded nursery, primary, secondary, alternative provision (AP) schools and special schools, and non-maintained special schools. Does not include independent schools (School Census DfE 2022/23)	
	Pupils by language	

Protected group	Findings	
	Percent for 'Pupil characteristics - number of pupils by ethnicity and language' for Known or believed to be English, Known or believed to be other than English and Language unclassified in Richmond upon Thames for 2022/23	
		2022/23
	Total	100.0
	Known or believed to be English	74.1
	Known or believed to be other than English	25.8
	Language unclassified	0.1
	Totals include state-funded nursery, primary, secondary, alternative provision (AP) schools and special schools, and non-maintained special schools. Does not include independent schools (School Census DfE 2022/23)	
	Top 20 Languages spoken	%
	ENGLISH	72.92%
	TURKISH	2.29%
	POLISH	2.03%
	CHINESE	1.59%
	RUSSIAN	1.52%
	SPANISH	1.44%
	ARABIC	1.29%
	ALBANIAN	0.94%
	PORTUGUESE	0.92%
	CHINESE	0.91%
	FRENCH	0.82%
	ITALIAN	0.81%
	UKRAINIAN	0.80%
	OTHER THAN ENGLISH	0.77%
	URDU	0.74%
	PERSIAN/FARSI	0.63%

Protected group	Findings	
	HINDI	0.60%
	ROMANIAN	0.51%
	PANJABI	0.44%
	GERMAN	0.42%
	Totals include state-funded nursery, primary, secondary, alternative provision (AP) schools and special schools, and non-maintained special schools. Does not include independent schools (School Census DfE 2022/23)	
	Attainment	
	Percentage of pupils getting a grade 5 or above in GCSE English and maths, and total number of pupils, by ethnicity 2021-2022	
	Ethnic group	%
	All	1,773
	Asian	151
	Black	79
	Chinese	18
	Mixed	210
	White	1,175
	Other	59
	Unknown	81
	Source: Key stage 4 performance, academic year 2021 to 2022 DfE	
	Statutory children's services delivered by AfC	
	Source - 2022-23 - data taken from our most recent DfE published CIN Census - 2022/23	
	<ul style="list-style-type: none"> As of March 31st, 2023, 1,011 Richmond children and young people were receiving support from Children's Social Care (CIN). Over half (55.6%) were from White backgrounds, while 43.7% belonged to Ethnic Minority groups. The largest minority groups were from Mixed ethnic backgrounds (18.8%), followed by Asian Ethnic Backgrounds (11.9%). Of the 130 looked after children (CLA) as of the 31st of March 2023, 60% were from White backgrounds, whilst 38% were from ethnic minority groups. The largest ethnic minority groups were Mixed and Asian ethnic backgrounds at 12%. 	

Protected group	Findings							
	<ul style="list-style-type: none"> 137 Richmond children were made subject to a child protection plan (CP) at the end of March 2023. Over half (57%) were from White backgrounds, while 42% belonged to ethnic minority groups. Among these groups, the highest proportion children subject to a child protection plan were from Mixed Ethnic Backgrounds (20%) , followed by children from Black (11%), Asian (9%), and Other Ethnic backgrounds (2%). A small percentage (1%) had unrecorded ethnicity. As of March 31st, 2023, a total of 279 Richmond children were receiving support under Child in Need Plans (CiN Plan). The ethnic makeup among these children was evenly divided, with 50% coming from white backgrounds and 50% from ethnic minority groups. 							
Richmond	2022/23	CIN as at 31 March	White	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Groups	Not known
		1,011	552	190	120	73	59	17
		%	54.6%	18.8%	11.9%	7.2%	5.8%	1.7%
Richmond	2022/23	CLA as at 31 March	White	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Groups	Not known
		130	78	15	15	7	12	3
		%	60%	12%	12%	5%	9%	2%
Richmond	2022/23	CP as at 31 March	White	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Groups	Not known
		137	78	28	12	15	3	1
		%	57%	20%	9%	11%	2%	1%
Richmond	2022/23	CiN Plan as at 31 March	White	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Groups	Not known
		279	139	78	38	13	9	2
		%	49.8%	28%	14%	5%	3%	1%

Protected group	Findings																																																																																																
Religion and belief, including non-belief	<div>Richmond Borough residents by religion:</div> <div>Percentage of usual residents by religion, Richmond upon Thames</div> <div><div><div>● 2011</div><div>● 2021</div></div><table><thead><tr><th>Religion</th><th>2011</th><th>2021</th></tr></thead><tbody><tr><td>No religion</td><td>28.4%</td><td>37.9%</td></tr><tr><td>Christian</td><td>55.3%</td><td>45.3%</td></tr><tr><td>Buddhist</td><td>0.8%</td><td>0.8%</td></tr><tr><td>Hindu</td><td>1.6%</td><td>2.1%</td></tr><tr><td>Jewish</td><td>0.8%</td><td>0.6%</td></tr><tr><td>Muslim</td><td>3.3%</td><td>4.3%</td></tr><tr><td>Sikh</td><td>0.8%</td><td>1.0%</td></tr><tr><td>Other</td><td>0.5%</td><td>0.7%</td></tr><tr><td>Not answered</td><td>8.5%</td><td>7.1%</td></tr></tbody></table></div> <div>Source: Office for National Statistics – 2011 Census and Census 2021</div> <div>Breakdown of religion by age in Richmond:</div> <table><tr><th colspan="11">Richmond upon Thames</th></tr><tr><th>Age</th><th>Buddhist</th><th>Christian</th><th>Hindu</th><th>Jewish</th><th>Muslim</th><th>No religion</th><th>Not answered</th><th>Other religion</th><th>Sikh</th><th>Grand Total</th></tr><tr><td>Aged 15 years and under</td><td>133</td><td>16894</td><td>904</td><td>181</td><td>2343</td><td>15151</td><td>3280</td><td>156</td><td>402</td><td>39444</td></tr><tr><td>Aged 16 to 18 years</td><td>26</td><td>2440</td><td>140</td><td>30</td><td>350</td><td>2874</td><td>493</td><td>38</td><td>77</td><td>6468</td></tr><tr><td>Aged 19 to 24 years</td><td>63</td><td>3007</td><td>131</td><td>34</td><td>560</td><td>4800</td><td>838</td><td>71</td><td>108</td><td>9612</td></tr><tr><td>Aged 25 to 29 years</td><td>67</td><td>2911</td><td>156</td><td>37</td><td>491</td><td>5396</td><td>692</td><td>73</td><td>130</td><td>9953</td></tr></table>	Religion	2011	2021	No religion	28.4%	37.9%	Christian	55.3%	45.3%	Buddhist	0.8%	0.8%	Hindu	1.6%	2.1%	Jewish	0.8%	0.6%	Muslim	3.3%	4.3%	Sikh	0.8%	1.0%	Other	0.5%	0.7%	Not answered	8.5%	7.1%	Richmond upon Thames											Age	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Not answered	Other religion	Sikh	Grand Total	Aged 15 years and under	133	16894	904	181	2343	15151	3280	156	402	39444	Aged 16 to 18 years	26	2440	140	30	350	2874	493	38	77	6468	Aged 19 to 24 years	63	3007	131	34	560	4800	838	71	108	9612	Aged 25 to 29 years	67	2911	156	37	491	5396	692	73	130	9953
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Protected group	Findings										
	Aged 30 to 34 years	77	3972	244	37	606	5968	956	105	132	12097
	Aged 35 to 39 years	123	5632	435	62	783	6011	1015	112	169	14342
	Aged 40 to 44 years	189	6842	561	99	824	6388	1138	135	181	16357
	Aged 45 to 49 years	219	7323	455	84	736	6110	1024	113	183	16247
	Aged 50 to 54 years	184	7458	292	91	550	5604	926	122	180	15407
	Aged 55 to 59 years	137	6962	215	114	353	4769	856	112	138	13656
	Aged 60 to 64 years	94	5584	162	103	270	3241	630	68	93	10245
	Aged 65 years and over	281	19531	487	393	625	7765	2008	167	192	31449
	Grand Total	1593	88556	4182	1265	8491	74077	13856	1272	1985	195277
	(Census 2021)										
	<p>Christianity is the largest religion for children under 15, followed by no religion and this applies to the 16-18 age groups.</p> <p>The largest religion for children is Islam followed by Hinduism and Sikhism. However, it should be noted that a significant amount of young people did not answer this question.</p>										
Sexual orientation	<p>In 2021 Census the population of London had the largest percentage who identified themselves as lesbian, gay or bisexual (LGB) at 3.8% (Aged 16+). Other higher figures such as 10% are sometimes quoted however an exact figure is difficult to source due to the sensitivity of the subject area and the variety of definitions used.</p> <p>2021 is the first time Census data collected on sexual orientation and the question was voluntary and only asked of people aged 16+. In Richmond:</p> <ul style="list-style-type: none"> • 89% were recorded as straight/heterosexual • 1.9% gay or lesbian • 1.2% bisexual • 0.3% as 'all other sexual orientations' • 7.6% did not answer <p>In Richmond males were more likely to identify as LGB+ with the majority aged between 25-54 years (higher proportion found in 45–54-year-olds). In females, the majority of LGB+ were more likely to be aged between 16-34 years (higher proportion found in 16–24-year-olds).</p>										

Protected group	Findings
	<p>Data is not available for children & young people but an application of the London proportion to the 15-19 population (10,100) indicates an estimated LGB total of 343 young people.</p>
<p>Across groups i.e. older LGBT service users or Black, Asian & Minority Ethnic young men.</p>	<p>Children in care</p> <p>The Children's Commissioner sets out that across England, there has been a 26% increase in the number of 13-17 year olds entering care between 2012/13 and 2018/19. The result is that more than a third of the children who entered care in 2018/19 were teenagers – often with complex needs and vulnerabilities. Compared to younger children in care, teenagers in care are:</p> <ul style="list-style-type: none"> • 50% more likely to have an Education, Health and Care Plan. • Ten times more likely to have attended a pupil referral unit. • Six times more likely to be living in a residential or secure children's home. • More likely to be eligible for free school meals. • More likely to be male. • More likely to be from an ethnic minority background. <p>There were 130 Children Looked After (CLA) as measured on 31st March 2023 as a snapshot. Of this group approximately 56% were male and 60% are white. Most children looked after were over the age of 16 (approximately 43%), 30% were aged 10-15 years, 16% were aged 0-4 years old.</p> <p>Youth offending</p> <p>ONS (2022) nationally of young people educated in England who subsequently received a custodial sentence show:</p> <ul style="list-style-type: none"> • Young adults who received a custodial & non-custodial sentence by age 23 to 24 years are overwhelmingly male. • People who went on to receive custodial sentences were almost five times more likely to have had a SEN statement • More likely to be from an ethnic minority background than the general population; Black Caribbean and Black African people made up only 1.4% and 2.5% of the entire study population, but of people who went on to receive custodial sentences, 5.5% were Black Caribbean and 5.9% were Black African. • Disproportionately high numbers of people who went on to receive custodial sentences had lived in London • More likely to have been a child in need, looked after child or on a child protection plan than the general population. • More likely to have substance misuse issues than the general population • More likely to be NEET than the general 0-19 population

Protected group	Findings
	<ul style="list-style-type: none"> • Young adults who received custodial sentences had lower levels of educational attainment • More than half of young adults who received custodial sentences had been persistently absent during schooling • A similar proportion of people who went on to receive custodial sentences had attended a pupil referral unit (PRU) <p>The number of children in custody has fallen considerably over the past decade. According to the Ministry of Justice, in 2020/21, there were 560 under 18-year-olds in youth custody on average at the end of each month, compared with double that number in 2014/15 (1,037). The decline has not been spread evenly across all demographic groups, with the number of children and young people in custody who are White having reduced by 86% while the number who are from ethnic minority groups (which includes Black, Asian, Mixed and other minority ethnic groups) fell by only 60%. As a result, these children and young people now make up 53% of the youth custody population. The number of girls in custody has also fallen slightly less than boys.</p> <p>Local data:</p> <ul style="list-style-type: none"> • Of all crimes recorded and where age data was captured, 6.7% of victims and 12.8% of suspects during 2018/19 were 10-17 years old. Though they can be affected, crimes that occur in higher volumes, such as burglary and vehicle crime rarely count a young person as a victim. • Compared to other areas in London and England, fewer local young people enter the criminal justice system. There were 19 first time entrants (FTEs) in 2017/18, a reduction from 37 in 2016/17. The rate was 90 per 100,000 in 2017-8 and this has been decreasing over the past several years. This is lower than the statistical neighbour's rate of 169.1 and the England rate of 238.5. • 36% of 15-17-year-old offenders in 2015/16 went onto re-offend over the following 12 months, a reduction from 45.7% for the 2014/15 cohort. Less than 5 young people were sentenced to custody for each of the last two years. The use of custody rate for 10-17-year-olds in 2016/17 fell to 0.03 per 1,000, from 0.16 in 2014/5. This is lower than the national rate of 0.41. • Reported levels of knife crime have been increasing over the past 2-3 years, with young people increasingly affected, whether as victims or perpetrators. In Richmond, recorded knife crime offences affecting all ages has increased from 81 offences in 2016/17 to 158 offences in 2018/19 (+95%) but the rate is the 4th lowest in London. • The proportion of knife crime events with a victim or suspect under the age of 18 has increased from 31% (2016/17) to 55% (2018/19). This is an increase from 20 to 58 events and is closely linked to a rise in robberies where the suspect(s) are in possession of a knife. However, violent crime (assaults) involving knives remains very low in Richmond. <p>(CYPNA 2019)</p>

Protected group	Findings
	<p>Victims of crime</p> <ul style="list-style-type: none"> • Young people are more likely victims of assault (36%), robbery (16%) or sexual offences (11%) than victims of any age (17%, 3% & 3%, respectively). Young people are more likely to be suspects of robbery (14.5%) than suspects of any age (4.1%). Conversely, young people are disproportionally affected by crimes that occur in lower volumes but pose a higher risk to safety, such as knife and gang crime, or sexual exploitation. • Young people are disproportionally affected by crimes that occur in lower volumes but pose a higher risk to safety, such as knife and gang crime, or sexual exploitation. As a result, the 6.7% proportion is not fully reflective of the impact crime may have on the development and well-being of young people. • Since 2016/17, the proportion of male victims has increased from 48% to 60%. while the proportion of suspects from ethnic minority groups has increased from 22% to 28%. • In 2019 of the 1,284 Children in Need (episodes) with an assessment, 86 identified child sexual exploitation (6.7% compared to 3.75% nationally) and 17 of child trafficking (1.32% compared with 0.4% nationally). Fewer than 5 children had Female Genital Mutilation factors identified within their Children in Need assessment, while 11 had abuse linked to faith or belief. <p>(CYPNA 2019)</p> <p>Community Safety</p> <p>A revised Community Safety Plan 2024-2026 is currently in development, and one of the objectives of the plan is Safer Neighbourhoods and its priorities include addressing the impact that crime has on young people. It aims to work with young people to prevent serious violence and exploitation, including ensuring co-ordinated referral and support to victims and those who are vulnerable, particularly the transitional 18-25 age group. It also aims to improve engagement with young people through funding activities.</p> <p>In 2022, the Council signed off the Violence Against Women and Girls Strategy (VAWG) 2022-2025 and its action plan which sets out Richmond and its partners will tackle VAWG. The Council have established a survivors' forum which feeds into the VAWG Community Forum, a quarterly event facilitated by the Met and Council but led by the community for organisations and charities working in the community to tackle VAWG.</p> <p>Substance Misuse</p> <p>The total number of Young People in treatment for substance misuse in Richmond was 39 in 20-21. In Richmond, the age of young people accessing treatment was similar between 2019/20 and 2020/21, with most referrals coming through amongst young people were aged 15-</p>

Protected group	Findings									
	<p>16. In 2019/20, the highest age group was 15 and in Q2 202/21, the highest was 16. Across both years, there were significantly more males than females accessing treatment, with more than 60% males in treatment in both years.</p> <p>(CYPNA 2019)</p>									
<p>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups:</p> <ul style="list-style-type: none">• Deprivation (measured by the 2019 English Indices of Deprivation)• Low-income groups & employment• Carers• Care experienced people• Single parents• Health inequalities	<p>Indices of Deprivation 2019</p> <p>The Indices of Multiple Deprivation (IMD) is published every 3-5 years by the Ministry of Housing, Communities and Local Government. It measures relative deprivation in England using a methodology that encompasses a wide range of living conditions including income, employment and health.</p> <p>Richmond was within the 10% least deprived Local Authorities (LAs) in England between 2015 and 2019 and was the least deprived London borough. Richmond ranked amongst the least deprived third of LAs for five of seven deprivation domains (Barriers to Housing & Services; Education, Skills & Training; Employment; Health Deprivation & Disability; Income) and ranked the least deprived in England for Education, Skills and Training.</p> <p>However, there are still an estimated 12,614 people within the borough experiencing income deprivation, including 2,945 children and 3,971 older people. In general, the top five wards with the most income-deprived populations are estimated to be: Heathfield; Hampton North; Ham, Petersham & Richmond Riverside; Mortlake & Barnes Common; and West Twickenham. For older people, this changes slightly to: Mortlake & Barnes Common; South Richmond; Hampton North; Heathfield; and Barnes.</p> <p>Low-income groups & employment</p> <p><u>DWP – December 2022</u></p> <table><tr><th>Group</th><th>Richmond Population %</th><th>London Population %</th></tr><tr><td>People on Universal Credit (UC)</td><td>7.8</td><td>15.3</td></tr><tr><td>People claiming out of work benefits</td><td>2.4</td><td>4.7</td></tr></table> <p>Richmond has a significantly lower percentage of residents claiming UC or out of work benefits compared to London.</p> <p><u>Business, Energy & Industrial Strategy 2020</u></p>	Group	Richmond Population %	London Population %	People on Universal Credit (UC)	7.8	15.3	People claiming out of work benefits	2.4	4.7
Group	Richmond Population %	London Population %								
People on Universal Credit (UC)	7.8	15.3								
People claiming out of work benefits	2.4	4.7								

Protected group	Findings			
<ul style="list-style-type: none"> Refugee status 				
	<i>Group</i>	<i>Richmond</i>	<i>London</i>	<i>England</i>
	No. of households in fuel poverty – LILEE*	6,431	403,807	3,158,206
	% of households in fuel poverty – LILEE*	7.5	11.5	13.2
<p>Richmond has a lower percentage of households considered to be in fuel poverty compared to London or England.</p> <p><i>*LILLE = Low Income / Low Energy Efficiency</i></p> <p>6.2% of children in Richmond living in relative low income in 2020/21 compared to 16.6% in London. Estimates of children living in low-income families in Richmond range from 2,700 before housing costs to 6,100 when housing costs are taken into account (2021/22). Local data indicates there are 4,400 children living in households in receipt of Council Tax Reduction and/or Housing Benefit - these households have higher average arrears than households without children. (DataRich)</p> <p>Free School Meals</p> <p>Richmond has the lowest percentage of pupils known to be eligible for Free School Meals (FSM) in London. Though, the proportion eligible has increased from 9.6% in 2019/20 to 13% in 2022/23. There is an estimated 635 pupils who are known to be eligible (registered) for FSM but not taking them. Of those that go to school in and live in the borough, there is a positive correlation between higher deprivation levels and the number of pupils registered for FSM with a higher proportion of the students living in deprived areas receiving free school meals. (DataRich).</p> <p>Carers</p> <p>Census data 2021</p> <p>In the 2021 Census, 3.4% of the population in Richmond did 9 hours of unpaid care work which is higher than the that of London at 2.6%. This was on par for 10-19 hours at 1% for Richmond and London. It was lower for 20-34, 35 to 49 and 50 or more at 0.5% and 0.8%, 0.6% and 0.9% and 1.6% and 2% respectively.</p>				

Protected group	Findings
	<p data-bbox="338 156 524 188">Young Carers:</p> <ul data-bbox="338 236 2101 579" style="list-style-type: none"> <li data-bbox="338 236 2101 268">• A young carer is someone under 18 who helps look after someone in their family who is ill, has a disability or misuses drugs or alcohol <li data-bbox="338 272 1532 304">• There are currently over 500 registered young carers (under 18 years of age) in Richmond. <li data-bbox="338 309 1095 341">• The average age of registered young carers 13 years old. <li data-bbox="338 346 1229 378">• It is estimated that 1 in 5 young people have a caring role at home. <li data-bbox="338 383 1424 414">• 42% of young carers say there is no one at school who recognises them as a carer. <li data-bbox="338 419 1144 451">• 67% feel they have been bullied because of their caring role. <li data-bbox="338 456 1677 488">• On average, young carers have achieved the equivalent of 9 grades or lower at GCSE than their peers. <li data-bbox="338 493 1178 525">• Young Carers are twice as likely to be NEET compared to peers. <li data-bbox="338 529 1552 561">• An average of 48 school days per year are missed as a result of a young person's caring role. <p data-bbox="338 627 669 659">Care Experienced People</p> <p data-bbox="338 663 1169 695">Richmond Children and Young People's Needs Assessment 2019</p> <p data-bbox="338 743 2096 815">The 2019 Children and Young People's Needs Assessment reported that in 2018, Richmond had 105 Children Looked After compared to 5,630 in Outer London and 75,420 in England.</p> <p data-bbox="338 863 528 895">Single Parents</p> <p data-bbox="338 900 568 932">Census data 2021</p> <ul data-bbox="338 979 2134 1131" style="list-style-type: none"> <li data-bbox="338 979 1476 1011">• Lone parent households in Richmond (8.8%) have increased by +1% points since 2011. <li data-bbox="338 1016 1178 1048">• Among lone parent families, over half had dependent children. <li data-bbox="338 1053 2134 1131">• The proportion of lone parent households in Richmond is one of the smallest in London and is lower than Outer London (13.4%), London (13.3%) and England (11.1%). <p data-bbox="338 1179 591 1211">Health Inequalities</p> <p data-bbox="338 1259 647 1291"><u>ONS Marmot Indicators</u></p> <p data-bbox="338 1339 972 1370"><u>Inequality in life expectancy at birth (2018-2020)</u></p>

Protected group	Findings			
	Group	Richmond (yrs)	London (yrs)	England (yrs)
	Females	1.2	5.4	7.9
	Males	5.3	7.5	9.7
	This data shows that Richmond has a lower inequality in life expectancy at birth compared to both London and England in female and male residents.			
	<u>Life expectancy in least and most deprived decile (2018-2020)</u>			
	Group	Richmond (yrs)	England (yrs)	
	Females (least deprived decile)	85.9	86.3	
	Females (most deprived decile)	83.4	78.3	
	Males (least deprived decile)	84.3	83.2	
	Males (most deprived decile)	77.2	73.5	
This data shows that Richmond has a higher life expectancy in its least and most deprived deciles compared to England, for both female and male residents.				
6.2% of children in Richmond are living in relative low income which could impact health. In Richmond there is a 9.6% gap in employment rate between those with a long term health condition and overall employment compared to 8.8% in London and 9.9% in England in 2021/22 (Data Rich).				
Refugee Status				
There are 842 people with refugee status outside for the Hong Kong BNO scheme currently living in Richmond.				
Scheme		Richmond		

Protected group	Findings		
	Syrian Resettlement scheme (2015-date)	Six families (32 people)	
	Afghan Resettlement scheme (2021 – date)	Four families (19 people)	
	Homes for Ukraine scheme (2022 – Date)	765	
	Unaccompanied Asylum Seeking Children	26	
	Hong Kong BNO scheme	No exact data available, but proxy data shows 497 School Applications from Hong Kongers and 985 people indicated they were born in Hong Kong in the 2021 Census	

Data gaps

Data gap(s)	How will this be addressed?
Gender reassignment in children and young people	Legally we do not have access to data for this cohort. We understand the potential limitations in support and this is addressed in the Children and Young People's Plan priorities which include LGBT support and services.
Most up to date data on children and young people in one resource	Update of the CYP needs assessment to be undertaken and published.

4. Impact

Option 1 (Recommended option): Extend contract jointly with no changes.

Protected group	Positive	Negative
Age	AfC has a comprehensive Equality and Diversity Policy which is embodied in the mechanisms and systems used to deliver both	There is no evidence to suggest that these proposals will have a disproportionately negative impact on anyone based on age.

Protected group	Positive	Negative
	<p>universal and tailored provision to children and young people across the two Boroughs.</p> <p>AfC deliver social care, education and health services to children and young people across three boroughs (Richmond, Kingston and Windsor and Maidenhead). The current shared model has ensured the sustainability and viability of crucial provision (e.g. safeguarding, family support, school improvement support, targeted support for vulnerable adolescents, youth offending service,) over the past 5 years (current commissioning period to March 26) as well as enabling these services to improve their accessibility and reach. AfC's impact and achievements are highlighted in more detail in the October 2024 Committee Report on Commissioning. The Children and Young People's Plan (set to be published in the final quarter of 2024) sets out the vision for children's services and was put together in collaboration with children and young people.</p> <p>The proposal to maintain the current approach by recommissioning AfC ensures that children and young people, their families and carers continue to be supported without interruption or disruption. The contract and performance framework ensure that AfC is looking to constantly improve the service it delivers to children and young people and is constantly looking to improve outcomes for them.</p>	
Disability	<p>The review and subsequent commissioning present an opportunity to make sure that service provision continues to be tailored to a range of individual needs and circumstances. As mentioned c. 1800 children and young people educated in Richmond schools have EHCPs. Data shows that EHC assessment request have risen quarter on quarter and year on year with the last quarter in 23/24 seeing a 22% increase year on year.</p>	<p>There is no evidence to suggest that these proposals will have a disproportionately negative impact on anyone based on disability.</p>

Protected group	Positive	Negative
	<p>The recent SEND safety valve report highlights the increasing demands and pressures on the SEND service and the improvements being put in place despite resource and recruitment and retention pressures – this has been achieved through the resilience and viability of the current commissioning delivery model across the two boroughs.</p> <p>The proposal to maintain the current approach by recommissioning AfC ensures that children and young people, their families and carers continue to be supported without interruption or disruption. The contract and performance framework ensure that AfC is looking to constantly improve the service it delivers to children and young people and is constantly looking to improve outcomes for them</p>	
Sex	<p>In the 0-19 resident age group – there are more males than females (22.8% of female population are 0-19 compared to 25.7% of male population aged 0-19). This is even more pronounced in the profile of AfC service users as detailed in section 3 (analysis of need) – the disparity is greatest amongst Children Looked After with 60.2% males users and 39.8% female user. Nationally, just over half of children looked after are male and just under half are female. Services delivered by AfC since c. 2013 have been developed and tailored to ensure gender specific needs are addressed within the broad range of care and support plans and equally in the placement of young people and provision of family support.</p> <p>The proposal to maintain the current approach by recommissioning AfC ensures that children and young people, their families and carers continue to be supported without interruption or disruption. The contract and performance framework ensure that AfC is looking to constantly improve the</p>	<p>There is no evidence to suggest that these proposals will have a disproportionately negative impact on anyone based on gender.</p>

Protected group	Positive	Negative
	service it delivers to children and young people and is constantly looking to improve outcomes for them	
Gender reassignment	<p>Current service delivery and recommissioning of services will ensure that provision meets the needs of young people who are seeking or have undergone gender reassignment. Provision of timely support, advice and guidance to safeguard health and well-being of children and young people is fundamental and ingrained in the services delivered through AfC.</p> <p>The proposal to maintain the current approach by recommissioning AfC ensures that children and young people, their families and carers continue to be supported without interruption or disruption. The contract and performance framework ensure that AfC is looking to constantly improve the service it delivers to children and young people and is constantly looking to improve outcomes for them</p>	There is no evidence to suggest that these proposals will have a disproportionately negative impact
Marriage and civil partnership	The range of services delivered is primarily geared at single young people as they are the service users. As highlighted in section 3 (analysis of need), The Marriage and Civil Partnership (Minimum Age) Act 2022 raised the age of marriage and civil partnership to 18 in England and Wales to protect children from forced marriage. It is not possible for anyone under 18 to marry or enter a civil partnership after this date. The service will continue to safeguard and support any vulnerable young people referred as a result of safeguarding concerns relating to forced marriages / coercion.	There is no evidence to suggest that these proposals will have a disproportionately negative impact
Pregnancy and maternity	Current service delivery and recommissioning of services will ensure that provision meets the needs of pregnant young people and those who need post-natal care / parenting support. This includes working with health and primary care support partners with whom AfC have established productive and mutually beneficial working relationships.	There is no evidence to suggest that these proposals will have a disproportionately negative impact on anyone based on gender.

Protected group	Positive	Negative
	The data in section 3 (analysis of need) relating to teenage pregnancy rates and abortion rates suggests that advice, guidance and support is a particular focus for AfC, health partners and schools.	
Race/ethnicity	Continued provision of targeted safeguarding and care plans will enable services to be maintained and improved for children and young people from Black, Asian and Minority Ethnic groups. The data in section 3 (analysis of need) shows that the ethnicity profile of service users is more diverse for children and young people receiving social care services compared to resident and pupil services with significant proportions of Mixed, Black and Asian young people receiving specialist and targeted support. The service will build on existing partnerships and productive working relationships with Council teams, community organisations and stakeholders to deliver a support that is responsive, flexible and appropriate for the differing and often complex needs of each child and young person in their care.	There is no evidence to suggest that these proposals will have a disproportionately negative impact
Religion and belief, including non-belief	The recommissioning of children's services provision by AfC will ensure that service delivery and provision continues to be sensitive and responsive to religious practice and religious customs in accordance with the child and young person's wishes and also is ready to help people to challenge and deal with the consequences of discrimination, harassment and victimisation related to their belief. Equally children and young people who do not have a religion or religious belief will likewise continue to be supported, safeguarded and protected.	There is no evidence to suggest that these proposals will have a disproportionately negative impact
Sexual orientation	The recommissioning of children's services provision by AfC will ensure that service delivery and provision continues to be supportive of lesbian, gay and bisexual service users, tailored and responsive to specific needs and committed to challenging and dealing with discrimination, harassment and victimisation related to sexual orientation.	There is no evidence to suggest that these proposals will have a disproportionately negative impact

Protected group	Positive	Negative
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups: <ul style="list-style-type: none"> • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<p>As shown in the data provided in section 3 (analysis of need), the children's services delivery through AfC works with children, young people and families across the spectrum of socio-economic groups. Specialist and targeted service provision has been carefully designed and developed across the years to address the needs and demands of specific cohorts of children and young people. This is supported by constructive and long established responsive support and input from a wide variety of local partners including schools, council teams and health providers as well as local charities, organisations and volunteers. The recommissioning of AfC together with the proposed changes to the specification will ensure that this provision continues to support and respond to the needs of these groups. The AfC delivery has demonstrated that it is sustainable and viable and capable of adapting and changing to needs and demands of its service users with the support of commission Councils and partner organisations.</p>	<p>There is no evidence to suggest that these proposals will have a disproportionately negative impact</p>

5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
To ensure that AfC continues to adhere to high standards of equality, diversity and inclusion. Including reviewing its Equality and Diversity Policy, Annual Equalities Report and Equality Impact Assessments. This will be included in the service specification and from part of the overall commissioning agreement.	Clare O'Connor/Steven Tanner	Ongoing through contract

6. Further Consultation (optional section – complete as appropriate)

Consultation planned	Date of consultation

Consultation planned	Date of consultation