

# Appendix 7

## Equality Impact Assessment:

### Initial Assessment

The purpose of an Equality Impact Assessment (EqIA) is to ensure that a scheme, strategy or policy does not discriminate against any individual or community and where possible promotes equality for all.

**Name: Children Centre Services**

**1). What is the aim of the policy, project or strategy/purpose of activity/service?**

This assessment relates to Peterborough Children’s Centres and the proposed reconfiguration of the service offer across Peterborough.

The aim of the children’s centres service reconfiguration is to enable Peterborough City Council to continue to deliver high quality children’s centre services in response to:

- Changes to Government funding streams; and
- The need for Peterborough City Council to ensure that it uses resources effectively to meet the needs of children and their families, particularly focusing on those who need support most.

**2). Will the policy/project/strategy/service have a disproportionate effect on members of the equality groups below? (See Appendix A for further information):**

Equality Group	(✓)	Is the effect Positive, Negative, Neutral or Unclear? Please comment where applicable
Particular age groups	✓	<p><u>Unclear: likely neutral, possibly negative</u></p> <p>Children’s centres are aimed at families with children under 5 years of age.</p> <p>There is currently 10 909 children under 5 registered with a children’s centre in Peterborough which represents 78% of the total population of children under 5 years living in Peterborough. On average, 2430 individual children access services through children’s centres every three months.</p> <p>The reconfiguration of the children’s centres will affect the number of children under 5 years able to access support from children’s centres; however there are a number of other new Government funded programmes families will have access to (detailed below). There may be a negative effect on this age group, although access to new programmes is likely to negate this</p>

		<p>impact. The other government funded programmes include:</p> <ul style="list-style-type: none"> <li>• 15 hours free childcare for two year olds from low income families;</li> <li>• 15 hours free childcare for all 3 and 4 year olds;</li> <li>• Increased resources to the health visiting service;</li> <li>• The Family Nurse Partnership which provides support for new mothers and fathers under 19 years;</li> <li>• The Troubled Families programme (known in Peterborough as the Connecting Families programme) which provides holistic support for families where there is a range of issues.</li> </ul> <p>Furthermore, health services are offered as part of the Healthy Child Programme which provides universal support for children in their early years.</p> <p>Government policy for the delivery of early years is focused on two themes: firstly, effective pre-birth to 2 years intervention and support through maternity and health visiting services under the Healthy Child Programme. The second theme focuses on early access to education and learning for 2 to 5 years through high quality childcare provision and reception school years, to ensure that young children are adequately prepared for statutory schooling and can make progress in their learning. The funding the council receives for early years reflects this ‘two-theme’ approach, with ring-fenced grants for free childcare for two year olds and for three/four year olds. This money can only be spent on funding high quality early years childcare places. The policy of providing free childcare places for two year olds for families with low income and the universal offer of 15 hours of free childcare for 3 and 4 year olds directly supports the government’s aspirations to improve learning outcomes for all children. The increase in funding for health visiting services is in direct response to the government’s policy direction. In light of government policy, it is deduced that the role of children’s centres in the future will be supporting targeted families and communities through strong partnership arrangements. The impact of our proposals will have the greatest effect on those families who currently access the free universal provision and who are not eligible for additional support.</p> <p>In summary, access to the universal services offered through health and through other provisions for early learning (as outlined above) will mitigate the impact of the re-designation of children’s centres.</p>
Disabled people	✓	<p><u>Unclear: likely neutral, possibly negative</u></p> <p>Disabled parents and children form part of the target group that children’s centres aim to work with.</p> <p>The reconfiguration of the children’s centres may</p>

		<p>effect the number of parents that can access children's centres; however there are a number of other newly Government funded programmes families will have access to (see above).</p> <p>There may be a negative effect on this group, although access to new programmes may negate this impact (see above).</p> <p>The Local Authority is working with Caverstede Nursery, which has particular skills in relation to working with children with complex needs, and we will in the future commission them to provide support and training to childcare to support the in this area The school is designated to receive additional Direct Schools Grant funding from the Special Educational Needs High Needs Block. The school is keen to use this resource to continue to support families with children with additional needs. Their increased budget will allow them to also use their overall resource to continue to deliver children's centre type universal provision for their community.</p> <p>Additionally, a Portage home visiting service (a service which supports young children with complex needs, and their families, in their homes), is available to families in Peterborough. It is envisaged that this service will be based in one of the de-designated centres – providing outreach in the home to families who are referred to this service.</p>
Married couples or those entered into a civil partnership	✘	No impact has been identified.
Pregnant women or women on maternity leave	✓	<p><u>Neutral</u></p> <p>The children's centre services includes delivery of services to expectant families, working closely with the midwifery services. Midwifery services are delivered in several centres.</p> <p>The reconfiguration of the children's centres may effect the number of parents that can access children's centres; however there are a number of other newly Government funded programmes families will have access to (see above).</p> <p>There may be a negative effect on this group, although access to new programmes may negate this impact.</p>
Particular ethnic groups, including Gypsy and Travellers and new arrivals	✓	<p><u>Neutral</u></p> <p>Ethnic minority groups form part of the priority target groups for children's centres.</p> <p>18% of the Peterborough population is from black and minority ethnic households (BME), and the city is becoming increasingly diverse in terms of ethnic composition.</p>

		The outcomes for the gypsy and traveller population nationally are very low. This is also true for this particular group in Peterborough. As such, this community will be specifically targeted for support from the Super Centres so it is unlikely that they will be disadvantaged by the proposals.
Those of a particular religion or who hold a particular belief	✘	No impact has been identified.
Male/Female	✓	<u>Neutral</u>  Fathers form part of the target group for children's centres.  Traditionally children's centres are accessed in the main by the mothers and their children.  The re configuration of the children's centres could impact on both males and females; however there are a number of other newly Government funded programmes families will have access to (see above). There may be a negative effect on these groups, although access to new programmes may negate this impact.
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	✘	No impact has been identified.
Sexual orientation	✘	No impact has been identified.

**If there are any negative or unclear affects, you are required to do a full EqIA.**  
Need for a full EqIA? Please circle: **Yes** (Full EqIA: attached)

<b>Date Initial EqIA completed:</b>	16 January 2014
<b>Assessment completed by:</b>	Allison Sunley
<b>Policy Review Date:</b>	N/A
<b>Signed by Head of Service:</b>	

# Equality Impact Assessment:

## Full Assessment

**1). Name of the policy area or programme with which this assessment is concerned:**

This assessment relates to the proposed reconfiguration of the children's centre service in Peterborough.

**Lead officer:**

Wendi Ogle Welbourn, Director of Communities

**2). Provide a summary of the policy area/programme in no more than 350 words (see Appendix B for further guidance):**

A children's centre is a place where parents with children under 5 years old can access early years support services. Services may be provided directly by the children's centre, may be delivered by other organisations in the children's centre building, or may be delivered away from the children's centre, for example in other buildings or in a families home.

These services may include:

- Access to nursery/pre school provision
- Health services for young children, parents and expectant parents
- Training and employment services to assist parents and expectant parents
- A range of programmes about specific parenting issues e.g. behaviour management, parental bonding, healthy lifestyles
- Information and advice services for parents and expectant parents

The labour government's Children's Centre initiative was introduced in 2001 and was initially funded through the Sure Start Grant. The Sure Start Grant was later subsumed within the Early Intervention Grant. The move to greater localism and the local determination of priorities resulted in the ring fencing of this grant being removed to allow councils greater flexibility as to the use of the funding. The Early Intervention Grant initially remained under the new government administration but at a much reduced level. In this current financial year, the Early Intervention Grant has been subsumed within the main revenue support grant to councils.

There are currently 15 children's centres operating across Peterborough, covering 100% of the Peterborough population. The service provided includes both universal provision as well as targeted support to identified vulnerable families.

The change in government in May 2010 saw the coalition shift policy regarding early years from the delivery of universal early year's services towards a more targeted approach. This was reflected in an increase in government funding to support free access to childcare for two year olds for the most vulnerable families and the establishment of the Troubled Families programme which has the aim of improving a range of outcomes for the most vulnerable families. In Peterborough this programme

is called 'Connecting Families'.

The above, combined with an overall reduction in local government funding, has meant that Children's Services across the country are having to review the services they deliver and refocus their provision to support the most vulnerable children and families.

Specifically, the following proposals are put forward:

**Proposal 1:** to create a network of Super Children Centre Hubs across the city to serve the most deprived areas. Super Centre Hubs will offer a wider range of services to a much larger catchment area than currently provided by the existing children's centre on that site.

Currently the children's centres deliver services to children under 5 years and their families. These services can vary from centre to centre, depending on local priorities but in the main include: family support including parenting support; development activities for young children; access to health services; access to training and employment.

The proposal to create super children's centre hubs will widen the breadth of services available, and include the delivering of services to a wider group of families with older children and potentially services to young people.

**Proposal 2:** to work with partner agencies, such as health and housing to create multidisciplinary teams, to deliver services in and from the Super Centre Hubs. This will enable the Council to offer a collaborative approach to the delivery of services, which will in turn reduce the duplication of activity and administrative functions, as well as provide more seamless joined up services to children and families. Families with a range of issues, such as housing needs and debt issues for example, will only have to visit one venue to access support.

Children's centre hubs will have a wider reach area than the existing Children's Centres and will be the focus of activity in relation to working with the 75% of most vulnerable families (as defined by Ofsted) in that extended reach area. The Children's centre hubs will be the central point of activity for a range of partners – both existing partners such as Job Centre Plus and new partners, for example Adolescent Intervention Service; Anti-Social Behaviour teams; NEET Teams; Mind; NSPCC; Domestic Violence services; substance addiction and misuse services; as well as outreach activity. Services will be wrapped around the children's centre hubs.

It is envisaged that the development of children's centre hubs, located in the areas with the highest density of need, will mitigate potential negative impacts that result from the re-designation of other children's centres (proposal 3 below).

**Proposal 3:** to re-designate the remaining children's centres which are serving communities where there is less need (i.e. those in areas which are less deprived). This re-designation could be in the form of increasing local school places or awarding buildings to local childcare providers to increase the number of places available as well as continuing to offer access to maternity and health visiting services to families.

The proposals for the reconfiguration are detailed in the table below.

LOCALITY	WHAT IS PROPOSED?	REASON FOR PROPOSAL (INCLUDING POSSIBLE FUTURE USE OF BUILDING IF APPLICABLE)
<b>South Locality</b>		
Orton Children's Centre	Developed as a super hub	Orton has the highest level of deprivation in the South locality.  The building is large enough to house other agencies and organisations who work with children and families.
Brewster Avenue Children's Centre	Re designation of the centre	Brewster Avenue does not serve an area with the highest level of deprivation; however the school have shown an interest in providing services from this building. Services may include the expansion of the current pre school to include childcare for two year olds and some younger children's activities. We will work with the school to enable the school to take on the running of the building. In this way, the after schools provision could be maintained as well as possible continued use for health provision.
Stanground Children's Centre	Re designation of the centre	Stanground does not serve an area with the highest level of deprivation; The building could be used for a base for the Portage Service. (this provides services for children with special needs) Some health provision could be continued from this base.
Hampton Children's Centre	Re designation of the centre	Hampton does not service an area with the highest deprivation; however there is a need for increased preschool places in Hampton. The building therefore could be used for preschool expansion.
<b>North, West and Rural Locality</b>		
Honeyhill/Paston	Developed as a	Paston has a high level of deprivation in the North, West

Children's Centre	super hub	<p>and Rural locality.</p> <p>There are other high levels of need in this community and whilst the super hub will be based in the Honeyhill centre, outreach provision would be made available to the Bretton and Ravensthorpe communities, who most need support.</p> <p>The building is the largest of the children's centres in this locality and therefore offers the most potential for expanded use.</p>
Ravensthorpe Children's Centre based at Highlees Primary School	Re designation of the centre	<p>Ravensthorpe does serve an area of high deprivation. ; The Ravensthorpe Centre provision is predominantly delivered from the Highlees Primary School site. The site is a relatively small site in comparison with the Paston site and therefore it is proposed that this site in not prioritised in this area. The deprivation levels are lower than in Bretton, which is being proposed as an outreach provision. The site could potentially be reinstated by the school to increase the number of school places available locally.</p>
Bretton Children's Centre	Venue to operate as an outreach to the super hub	<p>Bretton does serve an area with high levels of deprivation. The site is a relatively small site in comparison with the Paston site and therefore it is proposed that this site in not used as a superhub. However, it is proposed that the building is retained and operates as an outreach provision, serving this locality</p> <p>Deprivation is higher than the Ravensthorpe area and therefore this site has been prioritised as the outreach provision.</p>
East Rural Children's Centre (based in Eye and Thorney)	Re designation of the centre	<p>East Rural does not service an area with the highest level of deprivation. These building could potentially be used for the</p>

		delivery of additional pre-school provision, or taken on by the schools for wider school services.
Caverstede Children's Centre	Re designation of the centre	Caverstede does not service an area with the highest level of deprivation; however because the centre has developed a high level of expertise in supporting children with special needs and those families known to children's services it is proposed that this centre be funded to continue to deliver targeted support in these areas. The site would continue to deliver the nursery provision that currently operates.
Rural West (Wittering) Children's Centre	Re designation of the centre	Rural West does not service an area with the highest levels of deprivation. There is potential for this centre to provide support to families, particularly those from the air base, by developing a Community Interest Company. This option is being explored by the school and supported by the Local Authority.
Werrington Children's Centre	Re designation of the centre	Werrington does not service an area with the highest level of deprivation. The site could potentially become part of the school and discussions are being had with the school.
<b>Central and East Locality</b>		
First Steps Children's Centre	Developed as a super hub	First Steps is in an area of high deprivation. The building has the capacity to become a super hub.
Fulbridge Children's Centre	Venue to operate as an outreach to the super hub	Fulbridge is in an area of high deprivation. The building would not be suitable as a super hub, but will be used for outreach.
East Children's Centre	Developed as a super hub	East is in an area of high deprivation. The building has the capacity to become a super hub.
Gladstone Children's	Venue to operate as an outreach to the	Gladstone is in an area of high deprivation. The centre services

Centre	super hub	are delivered from the Iqbal centre as well as from Gladstone Primary School, both facilities, whilst not suitable as children's centre hubs due to their size and layout, will be retained as outreach provision to a super centre.
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### Future of the re-designated centres

In relation to proposal 3, there are two potential options for centres that are to be re-designated. The first is a re-allocation of the physical resource into the school estate with the view to using the space to support increased provision in the reception years, as well as continuing to provide some support for families. The second option is to allocate the facilities to local childcare providers in order to extend capacity to deliver two, three and four year old funded childcare.

Discussions will be held with the appropriate schools and local providers to consider the future use of the facilities. Negotiations will be held to consider retention of services such as the health clinics and midwifery use, where possible. This will be subject to more detailed negotiations once the future of the children's centres is confirmed.

We propose that the Rural West (Wittering) and Caverstede Children's Centres would be exceptions to the above two options, for the following reasons:

#### Rural West (Wittering)

Wittering Children's Centre forms part of Wittering Primary School. While there are no children who are 'most' deprived, the Children's Centre provides valuable support to the service families currently based at RAF Wittering. The proposal for the future of this centre is to help the school to establish a Community Interest Company/charitable organisation in order to continue operating as a support centre for families. We will continue to work with the school to access funding to support targeted work with the families on the base through the Military Covenant grant funding.

#### Caverstede

Staff at Caverstede have significant expertise in supporting children and families where there are special needs or where Children's Social Care is involved. The proposal is to work with Caverstede to continue to provide tailored support for vulnerable families, providing resources to deliver services to a targeted group of children and families.

### 3). Why do you feel the policy area/programme will impact the groups identified in the initial assessment? What information/data do you have to support this?

(See Appendix B for further guidance):

Children's Centres are a universal provision for all families with a child under 5 years and expectant families. Children's Centres must also reach and tailor services

towards the following target groups who have been identified through national guidance as being vulnerable to poor outcomes and find it hardest to access services. These include:

- Fathers
- Lone parents
- Teenage parents and pregnant teenagers
- Children in workless households
- Children in Black and Minority Ethnic Groups
- Disabled children
- Children of disabled parents
- Looked after children. Children in need and children on a child protection register

#### 4). What does your evidence show? (See Appendix B for further guidance):

The following tables outline key data for each of the children's centre areas in each of the locality areas. This key data has been used to inform the proposals:

#### South Locality

	Estimated Total number of children in area	Proportion of children 0 – 4 years living in the in top 30% disadvantage (IDACI data)	Estimated number of children under 5 years living in top 30% area of deprivation
Brewster Avenue Children's Centre	898	0%	0
Hampton Children's Centre	1322	0%	0
Orton Children's Centre	1318	66%	870
Stanground Children's Centre	512	37%	189

In the South of the city, the area demonstrating the greatest need is in Orton. This centre covers a large population of which 66% are living in the top 30% disadvantaged areas.

#### North, West and Rural Locality

	Total estimated number of children 0 – 4 years living in area	Proportion of children 0 – 4 years living in the in top 30% disadvantage (IDACI)	Estimated number of children under 5 years living in top 30% area of deprivation
Bretton Children's Centre	997	84%	837
Caverstede Children's Centre	403	26%	93
Paston (Honeyhill) Children's Centre	692	82%	567
Rural East Children's Centre	556	23%	128
Rural West (Wittering) Children's Centre	410	0	0
Westwood and Ravensthorpe Children's Centre	1313	60%	788
Werrington Children's Centre	658	25%	164

There are a number of areas serving large populations with high levels of disadvantage. Whilst Bretton Children’s Centre has a higher number of children and a higher percentage in disadvantage, the Honeyhill centre in terms of the physical facility is more suited to a super hub. However, an outreach hub will be developed in Bretton.

### Central and East Locality

	Total estimated number of children 0 – 4 years living in area	Proportion of children 0 – 4 years living in the in top 30% disadvantage (IDACI)	Estimated number of children under 5 years living in top 30% area of deprivation
East Children’s Centre	1100	100%	1100
First Steps Children’s Centre	858	100%	858
Fulbridge Children’s Centre	1455	70%	1018
Gladstone Children’s Centre	1356	100%	1356

Central and East area has a large and dense population with the vast majority being in disadvantaged areas. Therefore the two children’s centre hubs will be developed in the area, with two linked outreach centres.

### 5 Who have you consulted with?

A seven week consultation on the draft proposals was undertaken between 28<sup>th</sup> November 2013 and 8<sup>th</sup> January 2014. During this consultation period, members of the public were invited to comment on ‘A New Vision for Early Years Services including Children’s Centres’. The consultation document was available to view online and via all children’s centres. People were able to submit comments via email or post. They were also able to complete a hard copy of a questionnaire and return via post, a drop box at one of the consultation events, or scan and return via email. The questionnaire could also be completed online.

A number of consultation events were held during the consultation period. These were:

- Six public consultation events: two in each of the three geographical localities in Peterborough and these were attended by a total of 107 people. Some of whom attended more than one session.

In addition to the above consultation events with the advisory boards and local parents were held in each of the children’s centres.

Furthermore the following groups and stakeholders were specifically targeted:

- Councillors
- Local Member of Parliament
- Children’s Centre Providers
- Key Stakeholders including schools; pre-schools and nurseries; health visitors; midwifery; Job Centre Plus; local colleges,

- Ofsted
- Peterborough Safeguarding Board
- Safer Peterborough Partnership
- Clinical Commissioning Group

**6). Please give examples of how you have or are going to consult with specific groups or communities (e.g. meetings, surveys):**

See response to question 5 above for details of consultation already undertaken.

We consulted using a range of methods including:

- Consultation meetings with key stakeholders
- Web based consultation
- Full public meetings in each locality
- Wide email distribution of consultation document to key stakeholders

**7). What will the policy do to mitigate existing inequalities?**

Government policy has resulted in the Early Intervention Grant, where the Children's Centres were funded from, ending and a smaller proportion being subsumed in the Revenue Support Grant. The funding that remains will be used to target children and families who are most in need of support.

Moreover, there continues to be a high level of targeted investment in young children and families, including the introduction of new provisions which will offset the negative impact on the identified groups. These include:-

1. All children the school term following their 3<sup>rd</sup> birthday are eligible to access 15 hours of funded education per week for 38 weeks per year, or extend this and take 10 hours per week over 52 weeks. Parents can choose the type of provision for their childcare: preschools, childminders or day nurseries. Peterborough City Council spends approximately £8m per year on 3 and 4 year old funding.
2. Funding for eligible families to access 15 hours of free childcare for **two** year olds. From September 2013, all two year olds eligible for free school meals can access a free childcare place. The national criteria for free early education entitlement for two-year-olds (statutory from September 2013) is based on Free School Meal (FSM) entitlement. To be eligible for FSM, families must be in receipt of one of the following benefits:
  - Income Support
  - Income based Job Seekers Allowance
  - Income related Employment and Support Allowance
  - Child Tax Credit provided you are not entitled to Working Tax Credit and have an annual income (as assessed by Her Majesty's Revenue and Customs) that does not exceed £16,190
  - Support under part VI of the Immigration and Asylum Act 1999
  - The guarantee element of State Pension Credit
  - Working Tax Credit run on (the payment someone may receive for a further 4 weeks after they stop qualifying for Working Tax Credit)

In addition, children looked after by the Local Authority are also eligible.

In Peterborough we currently offer the following additional local criteria to those detailed above:

- CiN (Children on a Children in Need plan)
- CPP (Children on a Child Protection Plan)
- Gypsy Traveller Children
- Children who have left care through special guardianship or an adoption or residence order (2014 criteria introduced early)

The total funding this year for 2 years old places is £1 762 094. This is set to double in September 2014 when new criteria is introduced. From September 2014 further national statutory criteria changes will result in more children becoming eligible (estimated 40% nationally). In addition to the eligibility criteria outlined above, a two-year-old will also be eligible if:

- Their parent/carers meet the eligibility criteria used for Free School Meals so all income benefits detailed above)
  - Their parent/carers receive Working Tax Credits and have annual gross earnings of no more than £16,190 a year
  - They have a current statement of Special Educational Need or an Education, Health and Care plan
  - They attract Disability Living Allowance
  - They are looked after by the Local Authority
  - They have left care through special guardianship or an adoption or residence order.
3. Our Troubled Families Programme in Peterborough – Connecting Families - supports the whole family, as we know the greatest influence on children is their parents. The programme has the potential of bring in income of up to £300,000 per year if we can evidence success in improving children's school attendance, reduce anti-social behaviour and get parents into work.
  4. Public Health Healthy Child Programme for children, young people and families, which focuses on early intervention and prevention. It offers a programme of screening tests, immunisations, developmental reviews, information and guidance on parenting and healthy choices. It aims to identify families who need additional support or who are at risk of poor health outcomes.
  5. Our Health Visiting Service will double in number from a base of 27 health visitors in 2011 to 54 health visitors by March 2015. They are integral to the delivery of the Healthy Child Programme.
  6. Family Nurse Partnership delivering a home visiting programme for first time mothers and fathers under the age of nineteen.
  7. The allocation of a 'pupil premium' to schools has increased from £2,729,000 in 2011/12 to £5,269,000 in 2012/13. This money enables schools to provide or commission, additional support to children and families.

The development of the children's centre hubs will mitigate the potential negative impacts of the changes proposed for the following reasons:

- Midwifery and health visiting services will continue to be delivered as currently so pregnant women and their partners and fathers will not be disadvantaged.
- Children's centre hubs will be located in areas identified with the highest level of needs, as identified by deprivation statistics.
- The distribution of resources will be targeted at those who will most benefit from support from the children's centre hubs. The resources will include outreach provision for those individuals who are unable to access the centres, due in the main to the greater travelling distances. This will ensure that communities not immediately close to a hub will have access to services and programmes of support
- The development of multi agency teams, with a wider remit than the current centres, will provide co-ordinated approaches to families, reducing the need for multiple work by different agencies. This in itself will free up resources to support more children and families.

**8). Tick which one of the following best summarises your Equality Impact Assessment:**

A	A positive impact is explicitly intended and very likely.	
B	There is a clear <i>potential</i> to have a positive impact by reducing and removing barriers and inequalities that currently exist.	
C	An adverse impact is unlikely. However, there is insufficient evidence to confirm this statement	
D	There will be a neutral effect, neither positive nor negative	
E	Adverse impact is probable, since certain groups are likely to be disadvantaged, either proportionately or absolutely, or both. Remedial action is therefore necessary.	✓
F	Adverse impact is certain for certain groups but the policy as a whole can nevertheless be justified.	

**PLEASE NOTE:**

If you select "E" or "F" from the above list, it will be necessary to obtain legal advice.

**Legal advice obtained Yes**    **Legal Officer ...Kim Sawyer.....**

**9). Expand and explain why that summary best describes your assessment:**

The changes proposed to the children's centres will result in an alternative delivery of services, but overall a reduced level of services than at present and the re

designation of buildings for other uses. The 'other uses' will be linked with the delivery of early years provision either through childcare arrangements or through parental groups operating from the centres. This may result in some communities not having local access to children's centre services and therefore it is assessed that there may be a negative impact on children under 5 and their families as a result of these proposals.

It is envisaged that the potential impacts will be mitigated through the delivery of newly funded Government programmes which will mean that families will continue to have access to support services which have not been available to them in the past.

The services that would be delivered via the super centre hubs and outreach centres are being targeted at those families who are considered most in need of the services delivered by children's centres: therefore children's centres are to be retained in the most disadvantaged areas. A number of factors mitigate the negative impact of the changes:

- Outreach support will be available which will provide services to families in need outside of the immediate geographical area
- Families outside the immediate catchment of a super centre hub will still be able to access the super children's centre hub – although they may have further to travel
- Were possible, universal provision such as the provision of health services will be continued in centres that are re-designated. However, this will have to be considered on a building by building basis, through negotiations with the new occupiers of the building.

## 10). Next Steps

What will be done	What expected outcomes as a result:	By whom:	By when:
The proposals will be presented to Cabinet	Decision made to go out to consultation	Cabinet	18 Nov13
Consultation undertaken	Consultation period	Wendi Ogle Welbourn, Director of Communities	26 Nov 13 to 8 Jan 14
Proposals discussed at full council	Further analysis of the proposals	Cabinet	29 <sup>th</sup> Jan 2014
Consultation responses will be reviewed by Cabinet and decision taken	Proposals consulted on will either be agreed and implemented or not agreed (possible that some parts of proposal agreed and some parts changed in response to consultation).	Cabinet	3 <sup>rd</sup> February 2014
Transition Action Plan Developed and implemented	Secures a smooth transition from current provision to new model of delivery. Ensures support is provided to develop the children's centre hubs and the reach areas as well as providing support for parent led groups.	Wendi Ogle Welbourn, Director of Communities	Post Cabinet decision

**11). How are you going to review the policy, project or strategy, and who will be responsible?**

The delivery against the action plan will be monitored on a monthly basis and a reported to the Director of Communities.

Should the re configuration of the children's centres go ahead, the ongoing delivery will be monitored, through the review of demographic data, deprivation data and child health and wellbeing data when they become available to ensure access to the services of those families that most need the support.

**When EqIA will be reviewed:**

The EqIA will be revisited in January 2014 following the consultation

<b>Date EqIA completed:</b>	16 January 2014 at the end of the consultation period.
<b>Assessment completed by:</b>	Allison Sunley
<b>Policy Review Date:</b>	
<b>Signed by Head of Service:</b>	
<b>Signed by Legal Officer</b>	

## Protected Characteristics

### Age

Where this is mentioned, it refers to a person belonging to a particular age (i.e. 32 years old) or a range of ages (e.g. 18-30 year olds)

### Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

### Marriage and civil partnership

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can also enter into marriage or they can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

### Pregnancy and maternity

Pregnancy is the condition of being pregnant. Maternity refers to the period of 26 weeks after the birth, which reflects the period of a woman's ordinary maternity leave entitlement in the employment context.

### Race

Refers to the protected characteristics of Race. It denotes a group of people defined by their race, colour and nationality (including citizenship), ethnic or national origins. The following categories are currently used on recruitment application forms:

Group	Type	Group	Type
White	British/English/Scottish/Welsh Irish Italian Portuguese Other European Traveller Other White background	Asian or Asian British	Bangladeshi Indian Kashmiri Pakistani Other Asian background
Black or Black British	African Caribbean Other Black background	Other ethnic group	Chinese Other background
Mixed	White and Asian White and Black African White and Black Caribbean Other Mixed background		

### Religion and belief

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

#### *Religious groups:*

Christian	Muslim
Hindu	Sikh
Jewish	Other

**Sex**

A man or a woman.

**Gender reassignment**

Gender reassignment refers to those proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

**Sexual orientation**

Where a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Gay man	Bisexual
Gay woman/lesbian	Heterosexual

## Appendix B

### **“Provide a summary of your policy area/programme”**

350 words (3 or 4 paragraphs) should be enough to summarise what the policy is.

Bear in mind that what you write is a public document, so spell out any acronyms and abbreviations in full the first time they are used.

The people reading the description may well have specialist knowledge relating to equality issues. Your purpose, in these paragraphs about your policy, is to provide such people with sufficient preliminary information for them to comprehend the discussion that will follow.

Other things being equal, it will be appropriate to outline the following:

- The policy’s rationale/basis and purposes
- How it operates or will operate in practice
- When it began/will begin
  - Have there been any pilots or trials done?
- How the policy fits in with other policies (e.g. is it a strand within a larger policy area?)
- An indication of the size of the budget

### **“Why do you feel your policy area/programme will impact the identified groups? What evidence do you have to support this?”**

Explain what information you have obtained that has enabled you to come to the decision that these groups will be affected.

Provide the sources of relevant evidence with full biographical details (e.g. paragraph/page references, URLs for documents that can be accessed online). The word “evidence” here is used in the broad sense.

This can include:

- Administrative data (local authority returns, census data etc)
- Results of opinion surveys
- Interviews and focus groups
- Responses to draft equality impact assessments
- Feedback from groups as a result of consultation
- Case studies and project evaluations
- Literature reviews
- Responses to Green and White Papers
- Inspection reports

### **“What does your evidence show?”**

Here you should detail:

- Which diverse groups have been identified as being disadvantaged by the proposals together
- A summary of the negative impacts
- The proposed changes as a result of the research
- Whether the changes to the policy lower the negative impact
- Whether the changes provide opportunities to promote equality of opportunity and improve relations between diverse groups

## Appendix C

## **“Next steps”**

Here you should indicate the ways in which the EqIA will be followed up and kept under review, by showing progress detailed in a project plan, objectives set in an employees PDR/appraisal etc.

Make sure that, where appropriate, the statements about next steps reflect the “SMART” principles:

- **S**pecific
- **M**easurable
- **A**chievable
- **R**elevant
- **T**ime-bound

Also use the “next steps” section to emphasise the EqIA as a whole as a living document. Therefore, be sure to revise and update it when appropriate, in the light of further evidence, discussion and representations.

As a guide, here is some of what you could mention:

- Plans that are already underway or under active consideration to address challenges and priorities you have highlighted
- Arrangements for monitoring, and for periodic reports to certain groups.
- Arrangements for ensuring that monitoring systems are in place to guarantee regular checks are undertaken on the effects of the policy.
- Arrangements for ensuring that evaluations of any pilot projects take account of the concerns and discussions outlined in your assessment.
- Arrangements for discussing with other agencies and regulatory bodies the scope for taking account of the concerns and discussions in your assessment
- Arrangements for making sure that your assessment is brought to the attention of all relevant colleagues, and in this contributing to reviews of the Department’s single equality scheme.
- Arrangements for disseminating information about your assessment to local authorities and other stakeholders
- Arrangements for improving the information base
- Intentions for drawing up a detailed action plan.

