

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT

Please read the brief guidance which provides essential information for anyone who is unfamiliar with the County Council Equality Impact Assessment process.

Background information:

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| Name: | Debbie Herbert |
| Job Title: | Lead Commissioner for Vulnerable Children & Families |
| Service area: | Early Help & Partnerships |
| Directorate: | CHS |
| Telephone: | 01905 846831 |
| Email address: | dherbert2@worcestershire.gov.uk |
| Date assessment commenced: | 18/07/2016 |
| Date assessment completed: | 01/09/2016 |

Function, strategy, project, policy or procedure being assessed:

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| Name of the function, strategy, project, policy or procedure being assessed: | <p>Aspects of the All Age Prevention strategy (which has replaced the Early Help strategy). The provision of effective prevention services for children and young people, including optimising the use of Childrens Centre buildings, forms part of the All Age Prevention strategy.</p> <p>This assessment will evaluate the potential equality impact of proposals in respect of Bluebell Wood and Lavender children's centres in Worcester City.</p> |
| Is this a new or an amended policy? | New |
| Does the policy form part of a wider programme which has already been screened for equality relevance? | Yes - an Equality Impact Assessment was completed for the proposed Starting Well service which highlighted the need for separate EIA's for these proposals. |

Stage 1 – Please summarise the main objectives, aims and intended outcomes of this policy

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| Aims/Objectives: | <p>The aims and objectives of these proposals include:</p> <ul style="list-style-type: none"> • Optimising the use of the Childrens Centres buildings and ensuring efficient use of resources in delivery of services. • A clear and consistent evidence based approach to prevention ensuring those in greatest need will receive the targeted support required. Services do not rely on these buildings alone for delivery of services as other community assets can be used alongside home visiting and digital advice and information |
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| | <ul style="list-style-type: none">Children's centre buildings continue to play a key role in the delivery of early childhood services |
| Intended outcomes: | <p>Proposed uses would result in increased childcare provision in at least 11 buildings county wide</p> <p>Proposals would lead to increased use of the buildings (longer hours and/or wider range of providers) for early childhood services in the majority of buildings</p> <p>All buildings contribute to the delivery of the strategy as a whole</p> <p>Increased flexibility in the way centres are used to support delivery of services for those aged 0-19</p> <p>Families with Children aged 0-19 will be supported more effectively</p> <p>Children's centre buildings are one of many community assets and every effort should be made to ensure they are used to their full potential by the communities they are located in</p> <p>All of the proposals continue to meet the statutory definition of Sure Start children's centre as "a place or group of places managed by or on behalf of the local authority with a view to ensuring that early childhood services are made available in an integrated way.</p> <p>Early childhood services are defined as:</p> <ul style="list-style-type: none">Early years provision (early education and childcare);Social services functions of the local authority relating to young children, parents and prospective parents;Health services relating to young children, parents and prospective parents; andInformation and advice services for parents and prospective parents <p>Services can be provided either at a centre, as a virtual service via the internet for example, or by providing advice and assistance to parents in accessing services elsewhere, ensuring that those who are most in need will receive targeted support</p> |
| Please summarise how these outcomes will be achieved? | <p>The proposed use of the children's centre buildings will contribute towards the delivery of these outcomes – for detail please see the proposals in the attached Worcester City district summary document. Those families where need is greatest will continue to receive appropriate support from professionals and will be supported to access appropriate provision.</p> |
| Where an existing policy is to be amended please summarise | N/A |



principle differences between the existing and proposed policies?

Stage 2 – Information gathering/consultation

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| <p>Please give details of data and research which you will use when carrying out this assessment:</p> | <p>Research and data from Worcestershire Early Help Needs Assessment (2015)</p> <p>Childrens Centre's Consultation - 26th November 2015 to 31st January 2016</p> <p>EIA ONS Data (from 2011 onwards - unless otherwise stated) – Geographic reach bespoke to each Childrens Centre, and SOA data showing current reach to those living in areas of high need</p> <p>Analysis of current and proposed service delivery (see district based summary document for detail)</p> <p>Childrens Centre Consultation – 4th July 2016 – 17th August 2016 (see main report and district based summary document for detail)</p> |
| <p>Do you consider these sources to be sufficient?</p> | <p>Yes</p> |
| <p>If this data is insufficient, please give details of further research/consultation you will carry out:</p> | <p>N/A</p> |
| <p>Please summarise relevant findings from your research/consultation:</p> | <p>The needs assessment identified that:</p> <ul style="list-style-type: none"> • Outcomes for children and young people are not as good as they should be. There are persistent inequalities in outcomes across different communities • The services and support in place aren't meeting the needs of children, young people and families • The greatest need is in areas of deprivation • Less than 50% of the population access a Children's Centre • A third of Children's Centres are based in non-deprived areas • Services, agencies and workforce are not joined up well enough <p>Stakeholders and professionals have told us:</p> <ul style="list-style-type: none"> • Prevention should be focused on those most in need |



- We need to improve joined-up and integrated working
- Information and advice needs to be improved
- We should be supporting communities to help themselves
- We should develop community assets such as volunteers and peer supporters
- We need to reduce dependency on all public sector services
- We need to better involve children, young people and families to shape the support available to them

Summary of consultation responses (impact of proposals): please see main report and district based summary document for a breakdown of consultation responses, comments on the sufficiency of nursery provision, responses and recommendations

Stage 3 – Assessing the equality impact of the policy

Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any of the protected groups:

| Protected characteristic | Adverse | Positive | Neutral |
|--------------------------------|--------------------------|--------------------------|--------------------------|
| Age | x | x | <input type="checkbox"/> |
| Disability | <input type="checkbox"/> | <input type="checkbox"/> | x |
| Gender reassignment | <input type="checkbox"/> | <input type="checkbox"/> | x |
| Marriage and civil partnership | <input type="checkbox"/> | <input type="checkbox"/> | x |
| Pregnancy and maternity | x | <input type="checkbox"/> | x |
| Race | <input type="checkbox"/> | <input type="checkbox"/> | x |
| Religion and belief | <input type="checkbox"/> | <input type="checkbox"/> | x |
| Sex | x | x | <input type="checkbox"/> |
| Sexual orientation | <input type="checkbox"/> | <input type="checkbox"/> | x |
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Please provide details of all positive and adverse impact you have identified:

Impact of centre specific proposed changes – see district based summary document for detail. Where both negative and positive impacts are identified this reflects the changing nature of support eg increase in childcare places (positive) v loss of family/adult learning (adverse). The adverse impact for pregnancy/maternity reflects the proposed change of venue from



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| | <p>Lavender for health visiting services. It is not anticipated that the proposed change disproportionately impacts on families with a known disability or who have a Black or Minority Ethnic background.</p> |
| Where possible please include numbers likely to be affected: | See summary document (SOA data) |
| Where potential adverse impact has been identified, can continuation of the proposed policy be justified? | <p>Yes Please see main report and appendices for the narrative around these proposed changes.</p> <p>In respect of these centres the proposals will result in additional childcare provision and the continuation of health related provision at these or other community buildings</p> <p>Mitigating action in response to the ending of universal stay and play sessions and other concerns are addressed in the attached document (see "Response to consultation themes and recommendations")</p> |
| Do you consider that this policy will contribute to the achievement of the three aims of the Public Sector Equality Duty? | <p>Please indicate which of these aims is achieved through this policy:</p> <p>To advance equality of opportunity for children and young people and parents/carers</p> <p>Please explain how the policy contributes to achievement of any aims you have selected:</p> <p>By continuing to ensure that this building is used for the delivery of early childhood services.</p> |
| <p>The Public Sector Equality Duty has the following three aims:</p> <ul style="list-style-type: none"> 1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. • To advance equality of opportunity between persons who share a relevant protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation) and persons who do not share it. • To foster good relations between persons who share a relevant protected characteristic and persons who do not share it. | |

Stage 4 – Action planning and time frames

Please list any actions you will take to mitigate any adverse impact you have identified:

| Planned action | By who | By when | How will this be monitored |
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| Please see main report | | | |
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| Please indicate how these actions will be taken forward as part of your team/service/directorate planning: | Please see main report |
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Stage 5 – Monitoring & Review

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| How frequently will proposed action be monitored? | The implementation of these proposals will be monitored and kept under review throughout the transition period and at least annually thereafter |
| How frequently will intended outcomes be evaluated? | Outcomes are monitored on a quarterly basis. Data collection will support the continued monitoring of 'reach' by universal and targeted services for 0-4's. |
| Who will be responsible for monitoring and evaluation? | Early Help & Partnerships team and others including Public Health colleagues |
| How will you use the monitoring and evaluation results? | To inform future commissioning activity and to input into internal and external monitoring and inspection/audit activity |

Stage 6 - Publication

Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.

| | Signature | Date |
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| Completing Officer: | Debbie Herbert Lead Commissioner for Vulnerable Children & Families | 01/09/2016 |
| Lead Officer: | As above | 01/09/2016 |
| Service Manager: | Hannah Needham Strategic Commissioner | 01/09/2016 |