

Equality Impact Assessment Toolkit (April 2014)

Section 1: Your details

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Head of Section: Deborah Gornik

Chief Officer: Julia Hassall

Directorate: Families and Wellbeing

Date: 16th July, 2015

Section 2: What Council proposal is being assessed?

Development of new children's centre hubs and satellites model

Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

Yes / No

If 'yes' please state which meeting and what date

.....27th July, 2015.....

Please select hyperlink to where your EIA is/will be published on the Council's website (please select appropriate link & delete those not relevant)

Families & Well-Being (Adult Social Services, Children & Young People, Sport & Recreation)

<https://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-april-2014/eias-families-wellbeing>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- X **Services**
- X **The workforce**
- X **Communities**
- X **Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
<p>Parents with Children under 5 years of age currently accessing the service.</p>	<p>Negative impact – Parents will see changes to the level of services currently available from particular centres. Also Parents may have to travel to different venues to access support</p> <p>Positive impact – parents and carers will see a range of services being offered from different venues that may be more accessible and suited to their needs.</p> <p>Positive impact – there will be greater integration and collaboration between partner organisation meeting the needs of under 5’s. and their parents and carers</p>	<p>Parents will be notified of the possible changes to service provision at the earliest stage.</p> <p>There will be a phasing out of services where required with specific support being offered to target families.</p> <p>Where a particular group is no longer available alternative provision will be identified where available.</p> <p>Interface with other providers to ensure transparent communication</p>	<p>Rajinder Ghataora</p>	<p>September 2015</p>	<p>Promotional activity/ Staff time</p>

		<p>around the availability of resources and negotiate reasonable adjustments.</p> <p>There will be better promotion of services in particular at those centres that will open for part of a day.</p> <p>Staff will develop alternate provision in a range of buildings eg church halls, schools as required to target needs.</p> <p>Expressions of interest will also be considered by a range of organisations that wish to deliver from children's centre buildings</p>			
<p>Black and ethnic minority groups of parents and children</p>	<p>Negative impact – Parents will see changes to the level of services currently available from particular centres. Parents may have to travel to different venues to access support</p> <p>Positive impact – parents and carers will see a range of services being offered from different venues that may be more accessible and suited to their needs.</p> <p>Positive impact – there will be greater integration and collaboration between partner</p>	<p>Parents will be notified of the possible changes to service provision at the earliest stage.</p> <p>There will be a phasing out of services where required with specific support being offered to target families.</p> <p>Where a particular group is no longer available alternative provision will be identified where available.</p>	Rajinder Ghataora	September 2015	Promotional activity/ Staff time

	<p>organisation meeting the needs of under 5's and their parents and carers</p>	<p>Interface with other providers to ensure transparent communication around the availability of resources and negotiate reasonable adjustments.</p> <p>There will be better promotion of services in particular at those centres that will open for part of a day. Staff to work with organisations such as MEAS and others to ensure that the needs for BME families are met.</p> <p>Staff will develop alternate provision in a range of buildings eg church halls, schools as required to target needs</p> <p>Expressions of interest will also be considered by a range of organisations that wish to deliver from children's centre buildings</p>			
Young parents	<p>Negative impact – Parents will see changes to the level of services currently available from particular centres. Parents may have to travel to different venues to access support</p>	<p>Parents will be notified of the possible changes to service provision at the earliest stage.</p> <p>There will be a phasing out</p>	Rajinder Ghataora	September 2015	Promotional activity/ Staff time

	<p>Positive impact – parents and carers will see a range of services being offered from different venues that may be more accessible and suited to their needs.</p> <p>Positive impact – there will be greater integration and collaboration between partner organisation meeting the needs of under 5's and their parents and carers</p>	<p>of services where required with specific support being offered to target families.</p> <p>Where a particular group is no longer available alternative provision will be identified where available.</p> <p>Interface with other providers to ensure transparent communication around the availability of resources and negotiate reasonable adjustments.</p> <p>There will be better promotion of services in particular at those centres that will open for part of a day. Staff to work with agencies such as Family Nurse Partnership (FNP) and others to ensure the needs of young parents are met.</p> <p>Staff will develop alternate provision in a range of buildings eg church halls, schools as required to target needs</p> <p>Expressions of interest will also be considered by a</p>			
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		range of organisations that wish to deliver from children's centre buildings			
Parents of children who are disabled	<p>Negative impact – Parents will see changes to the level of services currently available from particular centres. Parents may have to travel to different venues to access support or to have access to specialist support services coming into a centre</p> <p>Positive impact – parents and carers will see a range of services being offered from different venues that may be more accessible and suited to their needs.</p> <p>Positive impact – there will be greater integration and collaboration between partner organisation meeting the needs of under 5's and their parents and carers</p>	<p>Parents will be notified of the possible changes to service provision at the earliest stage.</p> <p>There will be a phasing out of services where required with specific support being offered to target families.</p> <p>Where a particular group is no longer available alternative provision will be identified where available.</p> <p>Interface with other providers to ensure transparent communication around the availability of resources and negotiate reasonable adjustments.</p> <p>There will be better promotion of services in particular at those centres that will open for part of a day. Staff to work with agencies such as The Autistic Society, and others, to ensure the needs of young disabled children and their parents are met.</p>	Rajinder Ghataora	September 2015	Promotional activity/ Staff time

		<p>To work in partnership with the Local Offer to ensure that families have access to information.</p> <p>Staff will develop alternate provision in a range of buildings eg church halls, schools and voluntary organisations as required to target needs.</p> <p>Expressions of interest will also be considered by a range of organisations that wish to deliver from children's centre buildings</p>			
Future or potential parents	<p>Negative – accessibility may be compromised. Parents may have to travel further to access appropriate service</p> <p>Positive impact – parents and carers will see a range of services being offered from different venues that may be more accessible and suited to their needs.</p> <p>Positive impact – there will be greater integration and collaboration between partner organisation meeting the needs of under 5's and their parents and carers.</p>	<p>Interface with other providers to ensure transparent communication around the availability of resources and negotiate reasonable adjustments.</p> <p>Centre staff will work in partnership with health and other colleagues.</p> <p>There will be better promotion of services in particular at those centres that will open for part of a day.</p>	Rajinder Ghataora	September 2015	

		<p>Staff will develop alternate provision (eg universal groups) in a range of buildings eg church halls, schools as required to target needs.</p> <p>Expressions of interest will also be considered by a range of organisations that wish to deliver from children's centre buildings</p>			
Private, voluntary and independent sector	<p>Positive impact – parents and carers will see a range of services being offered within the setting or different venues that may be more accessible and suited to their needs.</p> <p>Positive impact – there will be greater integration and collaboration between partner organisation meeting the needs of under 5's and their parents and carers</p>	<p>Children centre staff will work closely with the sector to ensure that they are supported to meet the needs of children in particular parents of disadvantaged two year olds as well as three and four year olds.</p> <p>Support on a one to one basis could be offered to families identified as well as groups within the pvi setting.</p> <p>Centres will work with Community Action Wirral to develop improved links within the voluntary sector.</p> <p>Expressions of interest will also be considered by a</p>	Rajinder Ghataora	September 2015	Promotional activity/ Staff time

		range of organisations that wish to deliver from children's centre buildings			
Staff	<p>Negative – staff will be disrupted and will face employment uncertainty and instability.</p> <p>Positive – there may be opportunities for staff within any new positions created. Staff will have the opportunity to apply for newly defined posts that reflects the new service design and will be based on professional skills and competencies. In addition, staff will have the opportunity to apply for EVR/VS giving consideration to their personal circumstances.</p>	<p>Staff will receive full support from Council Human Resources teams and Organisational Development teams.</p> <p>Unions will be consulted at every stage.</p>	Rajinder Ghataora	September 2015	Staff time including HR and OD Teams

Section 4a: Where and how will the above actions be monitored?

Implementation of the model will be monitored by a strategic core group, Head of Service and Early Years Locality Manager.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

Section 5: What research / data / information have you used in support of this process?

The proposals within the review have sought to present a viable model that is responsive to the investment and policy challenges that face the early years service area, and has also considered a range of recent publications that evidence support for the model and approaches being recommended in this report:

- Best Practice for a Sure Start: The way forward for Children’s Centres, Report from the All Party Parliamentary Sure Start Group, July 2013;
- Association of Directors of Children’s Services (ADCS), Early Years Policy Position Paper, ADCS, March 2015;
- Early Years Sector Report, Ofsted, 2013);
- Breaking Barriers; how to help children’s centres reach disadvantaged families, The Children’s Society, 2013;
- Reaching Families In Need, Barnardos, 2011,
- Building Great Britons Report, All Party Parliamentary Group Conception to Age 2: first 1001days, February, 2015;
- Bright Futures: local children, local approaches: Good practice in children’s centres, Local Government Association, 2013;
- Maintained nursery schools: the state of play report, the British Association for Early Childhood Education, March 2015;
- Developing the future purpose for children’s centres’ National Children’s Bureau, April 2014

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes – staff consultation process will begin in due course

No – public/ stakeholder consultation has taken place as outlined in the next section

If 'no' please state your reason(s) why:

Extensive consultation was undertaken from the 16th February to 27th March 2015, All stakeholders were able to feed into the process through a range of methods, including participation at events, online by completing the consultation feedback form which could also be completed on a paper version with support available if needed. This engagement activity resulted in 934 consultation questionnaires being received and over 300 service users, residents and other stakeholders attending and contributing to consultation events.

Section 7: How will consultation take place and by when?

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**