

Equality Impact Assessment Toolkit

(April 2014)

Section 1: Your details

EIA lead Officer: Kath Lloyd

Email address: kathlloyd@wirral.gov.uk

Head of Section: Deborah Gornik

Chief Officer: Julia Hassall

Department: Children & Young People's Department, Targeted Services

Date: 01.06.2014

Section 2: What Council proposal is being assessed? Changes to delivery of day care in Children's Centres

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

Yes If 'yes' please state which meeting and what date

19 June 2014

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
Council staff	Negative - Remodelling the service to create term time only provision on a school day basis will mean some redundancies from the current workforce.	Working with schools and partners to ensure a seamless transition from full day care to early education provision will provide a ring fenced recruitment process and minimise job losses	Deborah Gornik	Sept 2014	Staff time
Families and children living in poverty	Negative – there is the potential for a negative impact on some families who will have to make alternative arrangements for childcare.	We will be working with families individually to ensure as smooth a transition as possible. This will include drawing up individual plans in partnership with each family to broker the right type of childcare. We are also preparing contingencies to	Deborah Gornik	Sept 2014	Staff time

		enable us to provide appropriate support.			
Schools, Voluntary sector & health partners	Positive – the proposal has potential benefits for the private/voluntary/independent sectors who will need to accommodate those children who would formerly have accessed council day nursery provision, therefore positively affecting their ability to generate income through childcare fees and charges, reducing vacancies and thus creating jobs in the childcare market.	None needed	Deborah Gornik	Sept 2014	
Working families	Negative – there is the potential for a negative impact on some families who will have to make alternative arrangements for childcare.	We will be working with families individually to ensure as smooth a transition as possible.,and that families' needs are met. This will include drawing up individual plans in partnership with each family to broker the right type of childcare. We are also preparing contingencies to enable us to provide appropriate support.	Deborah Gornik	Sept 2014	Staff time
Protected groups (race, gender, disability etc)	Neutral impact, Council brokerage service will continue to provide support on an individual basis as required to ensure that all families are able to access appropriate and local childcare	Wirral's Family Information Service will continue to provide bespoke brokerage to ensure that every family is able to access the childcare that they need., and which best suits their need.	Deborah Gornik	Sept 2014	Staff time

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

Performance management will take place through the Targeted Services Practice Improvement Unit. Performance is currently monitored on a quarterly basis and that will continue. Parental satisfaction surveys are carried out bi-annually and that will also continue.

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

The proposal has potential benefits for the private/voluntary/independent sectors who will then be in a position to accommodate those children who would formerly have accessed council day nursery provision, therefore positively impacting on their ability to generate income through childcare fees and charges, reducing vacancies and thus creating jobs in the local childcare market.

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

We have used the IDACI and IMD scores to ensure that our services are based in the most appropriate geographical locations. The Wirral Childcare Sufficiency shows sufficient childcare in the Borough to meet the needs of families and the demography of the existing childcare settings shows a low take up of full time day care.

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

Yes

If 'yes' please continue to section 8.

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

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

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

Public consultation will be carried out after the Budget Option has been approved it will be in addition to earlier consultation though the Council's "What Really Matters" Budget consultations which have included the role of Children's Centres.

And extend to include; formal HR consultation which will be undertaken with staff and recognised trade unions on the decisions and likely impact of this report.

Consultation with a range of partners – particularly schools.

Consultation with each family currently accessing day nursery services to plan and support their ongoing childcare needs as childcare brokerage will also take place.

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?**