

Equality Impact Assessment Toolkit

(April 2014)

Section 1: Your details

EIA lead Officer: Kath Lloyd

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Head of Section: Kath Lloyd

Chief Officer: Deborah Gornik

Directorate: Families and Wellbeing

Date: 20/08/2014

Section 2: What Council proposal is being assessed?

The outcome of a comprehensive service review and recommendations to propose changes to Early Years and Children's Centres service delivery.

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

Yes

If 'yes' please state which meeting and what date

Cabinet 11th September 2014

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 Care, Children & Young People, Leisure Services)

<http://bit.ly/famwellEIA>

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

✓ **Services**

✓ **The workforce**

✓ **Communities**

✓ **Other** (please state eg: Schools and wider partners, Private Sector, and 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
Pregnant and new parents	Negative – Some may find it more difficult to travel to their designated Children’s Centre or a different location than is currently used to access services	An outreach model of service deliver integrated with partner delivery is proposed and will endeavour to deliver in communities that present highest levels of need.	Kath LLoyd	On-going	None – the re-modelled service is based on the available budget.
Parents and/or children with disabilities	Negative – some may find it more difficult to travel to their designated Children’s Centre and access services	An outreach model of service deliver integrated with partner delivery is proposed and will endeavour to deliver in communities that present highest levels of need. The Council with its partners	Kath LLoyd	On-going	None – the re-modelled service is based on the available budget.

		will consider local need during planning. In some acute instances support to access service may be required; this may include a consideration of assisted travel arrangements.			
Economically disadvantaged families	Negative – they may find it more difficult to travel to their designated Children’s Centre and access services	An outreach model of service deliver integrated with partner delivery is proposed and will endeavour to deliver in communities that present highest levels of need. The Council with its partners will consider local need during planning. In some acute instances support to access service may be required; this may include a consideration of assisted travel arrangements.	Kath LLoyd	On-going	None – the re-modelled service is based on the available budget.
Private, independent and voluntary organisations	Positive – increased partnership working opportunities, shared use of buildings and inclusive decisions through advisory boards regarding use and allocation of resources	Information sharing agreements and service level agreements will be developed to ensure appropriate and effective joint working arrangements.	Kath LLoyd	On-going	None – the re-modelled service is based on the available budget.
The workforce	Negative - there will be reductions in numbers of posts available in order to make the necessary savings	Staff will be ring fenced for available posts and supported with appropriate training, advice and guidance. The Council’s redeployment policies will be	Kath LLoyd	On-going	None – the re-modelled service is based on the available budget.

		used to support those who are unsuccessful at recruitment stage. The EVR process will be available for those staff who want to consider it and compulsory redundancy will be avoided wherever possible			
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Section 4a: Where and how will the above actions be monitored?

Internal and independent quality audits through performance management processes (annual conversation/peer review) are currently under review and will be developed to consider the needs of vulnerable groups.

Children’s centre services are subject to regulatory inspections (through Ofsted) which includes critical consideration on how disadvantaged groups access and are supported to access services.

There is also a governance framework through advisory boards which will monitor service delivery and specifically access to services, take up of services and the impact they have on vulnerable groups.

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

Not applicable – negative impact identified

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

Considerable data sources have been evaluated, including: demographic and economic data from the JSNA, desk top research into working models applied by other local authorities, current policy (referenced in review document) and available research (referenced in review document) has been considered and comparisons of statistical neighbours scrutinised.

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?

A six week public consultation is proposed – it will involve current and potential service users particularly those families who have children under the age of five years and pregnant parents. A consultation document outlining the proposals and inviting comments will be detailed and made available through children’s centres and on line – information identifying where and how the document can be accessed and views made will be made available through other community locations (community centres, libraries etc). Consultation events will be held in children’s centre to ensure parents and local people have the opportunity to make their views known

It is envisaged that the consultation will run during October and November 2014

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?**