

Full Equality Impact Assessment (EQIA)

An EQIA Screening has identified that this proposal/policy/project requires a full EQIA. This means there is a risk of significant adverse impact on service users/ residents including 'vulnerable groups' and/or and those from certain protected characteristics. An EQIA shows how you have and intend to ensure equalities issues are taken into account in:

1. making key decisions e.g. there are 3 cost saving proposals and you need to agree one
2. implementing an agreed decision e.g. you have agreed the proposals and need take on board the needs of those affected and reduce any negative impact where possible
3. reviewing the outcome of the decision e.g. reviewing the actual impact on people and whether it was successful in achieving savings

This document is a way of recording processes and is a key part of our obligation to show 'due regard'. The document can be updated and shared with decision makers throughout the project to inform which approaches/ ideas etc. are taken forward, how it is implemented and to review its success.

Please append all related:

- **EQIA screenings**
- **Full Equality Impact Assessment (EQIA)**
- **Equality Impact Assessment Quality Assurance Checklist**
- **Proposals- budget/ practice/ policy**

Officers Involved in completing screening	
Officer completing Equality Impact Assessment: <i>Responsible for gathering the information needed for the forms and completing the forms</i>	Lucy-Anne Bryant
Head of Service or Operational Director authorising Equality Impact Assessment: <i>Responsible for ensuring that equality impact of any proposal has been fully considered</i>	Judith Westcott
Date Equality Impact Assessment completed:	28 March 2019

1. Proposal being Assessed	
Title of Budget Option/ Report: <i>Name of the proposed new or changed legislation, policy, strategy, project or service being assessed</i>	Children's Centre Services contract
Service Area and Directorate:	Children's Commissioning, Commissioning
Budget Option:	
Budget Reference: <i>Relevant reference if this screening is being used for a formal budget proposal as part of the budget cycle</i>	12230
Date proposal to be considered at Cabinet (if known):	April 30 th 2019
Is this a new proposal?	Yes
If linked to previous years give details:	
On whom will the policy / decision impact?	<input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Staff <input type="checkbox"/> Other public-sector organisations <input checked="" type="checkbox"/> Voluntary / community groups / trade unions <input type="checkbox"/> Others, please specify below
Brief description of policy / decision to be screened: <i>This needs to be written in plain English so that the public are able to ascertain exactly what is being</i>	Children's centre services are delivered by two charitable organisations in 17 designated buildings across Wiltshire. The children's centre services offer support, signposting and guidance to families with children under the age of

<p>assessed. This should include a brief description of the current service, function, policy and the proposed changes.</p>	<p>five years olds. The service works to improve the health and educational outcomes for their children as well as to ensure parents have the opportunity to be the best parents and that support is offered to improve employment opportunities if appropriate. Wiltshire has a Good Level of Development which is just above the national average but our gap between those children with Free School Meals and other children is above the national average.</p> <p>There needs to be a budget cut of £250,000 from the annual children’s centre services budget. To enable resources to be directed at the children who are least likely to achieve a Good Level of Development, it is necessary to direct funding away from buildings and to concentrate on staffing. Staff can deliver the services to families in buildings around the community making it easier for families to access in their community or home.</p>
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2. Reasoning behind the Proposal

In order to deliver good quality services more efficiently to families we need to shift to offering the services in the community rather than in specific purpose-built buildings in some of the community areas.

An online consultation was launched on 23 January suggesting that children’s centre services be delivered in communities and that six children’s centre buildings were de-designated and offered either for childcare or back to the landlord. The six buildings are Cricklade, Mere, Pewsey, Salisbury, Trowbridge Longfield, Westbury.

Results from the screening

Specify which protected characteristics (and groups within) were identified in the screening as at risk of adverse impact

Age	Disability	Race	Religion or belief	Gender
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<p>The age profile of carers is as follows:</p> <table border="1" data-bbox="159 323 465 555"> <thead> <tr> <th>Age</th> <th>% of users</th> </tr> </thead> <tbody> <tr> <td>16-24</td> <td>20%</td> </tr> <tr> <td>25-34</td> <td>55%</td> </tr> <tr> <td>35-44</td> <td>21%</td> </tr> <tr> <td>45+</td> <td>1%</td> </tr> </tbody> </table> <p>The service will be accessible to parents with children under the age of five specifically as that is the focus of the contract.</p>	Age	% of users	16-24	20%	25-34	55%	35-44	21%	45+	1%	<p>316 parents with a disability registered 17-18</p> <p>304 families with a disabled child were registered and seen by the children's centres in the past year.</p> <p>We will ensure that children's centres continue to provide accessible sites in compliance with legislation.</p>	<p>Services will continue to be available in the two towns with a proportionately higher registration of ethnic minority groups (Bulford and Tidworth).</p> <p>Services and access to services are not restricted by religion or belief</p>	<p>Services and access to services are not restricted to or by religion or belief</p>	<p>Of those registered at children's centres 97% of carers are mother/ female and 3% of carers are male/ father.</p> <p>This means that any cuts will impact females more than males.</p> <p>Services and access to services are not restricted to or by religion or belief</p>
Age	% of users													
16-24	20%													
25-34	55%													
35-44	21%													
45+	1%													
<p>Maternity or pregnancy</p>	<p>Transgender</p>	<p>Sexual Orientation</p>	<p>Marriage or Civil Partnership</p>	<p>Socio-economics/ at risk groups</p>										
<p>Services are specifically designed to support parents in pregnant and post-natal stage.</p>	<p>Neutral impact</p>	<p>Neutral impact</p>	<p>Neutral impact</p>	<p>27% of registered carers at children's centres are unemployed and 17% are full time carers.</p> <p>Any changes will impact upon those that are unemployed</p>										

3. Making Informed Decisions – Useful Data

- This information is included in the cabinet report

Data Gathering - Summary

If not clearly identified above briefly summarise how different groups will be affected by the proposal(s)

Profile:	Are any groups disproportionately impacted by the changes (who, how and why):
Age profile:	Are any age groups disproportionately impacted by the changes (who, how and why): Age groups are not disproportionately impacted
Disability profile:	Are disabled people or those with certain disabilities disproportionately impacted by the changes (how and why): Disabled people are not disproportionately impacted
Race profile:	Are any ethnic groups disproportionately impacted by the changes (how and why): Ethnic groups are not disproportionately impacted
Religion or belief profile:	Are any faith groups disproportionately impacted by the changes (how and why): Faith groups are not disproportionately impacted
Gender profile:	Are male/female residents disproportionately impacted by the changes (how and why): Female residents are disproportionately impacted
Maternity or pregnancy:	Are pregnant women or breastfeeding mothers disproportionately impacted by the changes (how and why): One of the service aims is to support pregnant women and breastfeeding mothers
Transgender profile:	Are transgender residents disproportionately impacted by the changes (how and why):

	Transgender residents are not disproportionately impacted
Sexual Orientation profile:	Are heterosexual/ gay/ lesbian/ bisexual residents disproportionately impacted by the changes (how and why): Heterosexual/ gay/ lesbian/ bisexual residents are not disproportionately impacted
Marriage or Civil Partnership:	Are people who are married or who have entered into a civil partnership disproportionately impacted by the changes (how and why): People who are married or who have entered into a civil partnership are not disproportionately impacted
Socio-economics/ at risk groups profile:	Are any groups disproportionately impacted by the changes (how and why): Unemployed groups may be disproportionately impacted by the changes, as the service is targeted at those who are most disadvantaged. The plan will be to deliver services in the community near to families so that no negative impact is experienced.
Multiple characteristics : (e.g. males with a learning disability)	Are there any groups which may be impacted in a cumulative way due to multiple protected characteristics? There will be no impact upon those with multiple protected factors.

4. Making Informed Decisions – Stakeholder Consultation/Engagement

Views From Stakeholder Consultation/ Engagement:

The Consultation Methodology

A press release was made on 23 January announcing the consultation

- An online survey was accompanied by the proposal document
- Links were posted on Twitter and Wiltshire Early Years Facebook page as well as on the Facebook pages of the providers

Spurgeons and The RISE Trust.

- Parents and partners were directly e-mailed by the providers
- Face to face meetings were organised in each of the suggested venues with one for parents and one for partners
- Attendance at Pewsey Area Board
- An e-mail address for comments and concerns
- Maternity and health visiting services were informed directly via e-mail

The consultation was held over eight weeks. A summary of the meetings is below:

Area		Date	Time	Venue
Pewsey	Parents	8 February 2019	9.30am – 11am	Pewsey Children's Centre, Wilcot Road, Pewsey, SN9 5EW
	Professional Partners	8 February 2019	11.30am – 1pm	Pewsey Children's Centre, Wilcot Road, Pewsey, SN9 5EW
Mere	Parents	11 February 2019	9.30am – 11am	Mere Children's Centre, Springfield Road, Mere, BA12 6EW
	Professional Partners	11 February 2019	11.30am – 1pm	Mere Children's Centre, Springfield Road, Mere, BA12 6EW
Salisbury	Parents	13 February 2019	11.30am – 1pm	City Children's Centre, 24 St Edmund's Church Street, Salisbury, SP1 1EF
	Professional Partners	13 February 2019	9.30am – 11am	City Children's Centre, 24 St Edmund's Church Street, Salisbury, SP1 1EF
Trowbridge	Parents	15 February 2019	9.30am – 11am	Longfield Children's Centre, Broadcloth Lane, Trowbridge, BA14 7HE
	Professional Partners	15 February 2019	11.30am – 1pm	Longfield Children's Centre, Broadcloth Lane, Trowbridge, BA14 7HE
Westbury	Parents	26 February 2019	12pm – 1.30pm	White Horse Children's Centre, Eden Vale Road, Westbury, BA13 3NY
	Professional Partners	26 February 2019	2pm – 3.30pm	White Horse Children's Centre, Eden Vale Road, Westbury, BA13 3NY
Cricklade	Parents	8 March 2019	1pm –	Cricklade Children's Centre, Bath Road, Cricklade, SN6 6AX

			2.30pm	
	Professional Partners	6 March 2019	1.30pm – 3pm	Cricklade Children’s Centre, Bath Road, Cricklade, SN6 6AX
Pewsey	Area Board Meeting	11 March 2019	7pm – 8pm	Burbage Village Hall, 58-60 Eastcourt Road, Burbage, SN8 3AJ.

Online engagement:

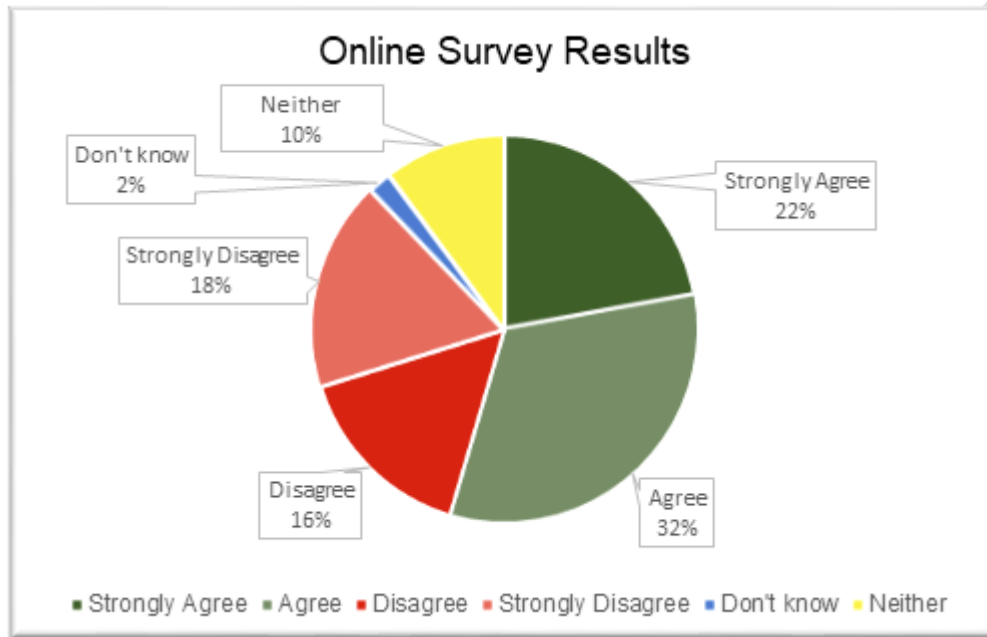
About You	Number	Percentage
A professional with an interest in children’s centres	63	24%
A parent or carer of a child aged under 5 year old	162	62%
A local resident	30	11%
Other	8	3%

Representation was made by:

- Mere Town Council by e-mail
- Pewsey Parish Council (2)
- Westbury Town Council (2)
- Cricklade Town Council (1)
- Local Maternity Services
- Virginicare
- Puddleducks Preschool
- Mere Preschool
- YMCA Bath Nursery Group
- Stepping Stones DSC
- Cricklade Preschool
- Thames Preschool
- Bebetots Nursery
- St Sampson’s School

- Health Visitor
- Local residents (2)
- Parents (9)
- Save our Children’s Centre Westbury

Analysis of the online consultation



In summary:
 55% supported the proposal and 34% did not, 12% either did not know or neither agreed or disagreed.

Respondents were asked why they disagreed with the changes, these were the main concerns.

Comments on proposed changes	Number of respondents who offered an opinion

Children's centre buildings provide specialist equipment/ purpose-built venue	19	
Children's centre buildings are a safe space	18	
Children's centre buildings offer breastfeeding peer support	6	
Transport will be an issue	3	
Redirect money to other resources	4	
Retain some children's centre buildings	3	

Views of Service Users and Other Stakeholders - Summary

Consultation replies are available on the cabinet link. All notes of meetings, emails, letters are part of the appendices and presented to cabinet members.

The main concerns were that children's centres provide specialist equipment and are safe easily identified spaces.

5. Overall Impact

Summarise the overall impact on affected groups – Detail the final impact – positive/ high/ medium/low

The assessment of issues and of protected characteristics suggests that overall the proposals will have a low impact on families of young children as they could be more accessible to local communities and specifically families who are in need as the services will be delivered in the home.

6. EQIA Outcome

X No change – continue to implementation

The policy is robust and evidence shows no potential for discrimination and all opportunities to advance equality have been taken.

Adjust the policy and continue with implementation

Adjust to remove identified adverse effects or discrimination or missed opportunities to promote equalities

Stop and remove

Remove or change the policy if the EQIA identifies actual or potential unlawful discrimination.

7. Mitigating Action Plan

Note when analysis will be reviewed; include any equality indicators and performance against those indicators

Outline activities you plan to undertake to mitigate impact on particular groups?

e.g. hold a weekly meeting with service user group to involve them in the implementation stage of proposal, signposting service users to other services and partnership working.

Issue	Comment	Mitigation	Acceptable mitigation
The consultation methodology	The consultation has followed DfE guidance	None required	
Increased staff travel	Staff will have to travel to more community venues to deliver group sessions.	Reduction in building running costs will offset travel time. This will have a low to moderate risk to pregnant and breastfeeding mums and families of lower socio-economic groups.	
Increased parent/ family travel	Ideally services will be delivered closer to families, thus reducing the need to travel. Some parents will choose to travel to a centre building out of their community area. This	Clear advertising of where activities are located. Good communication with parents and partners. Allow parents the freedom of choice to access available services where they wish.	

		This will have a low to moderate risk to pregnant and breastfeeding mums and families of lower socio-economic groups.	
Location of equipment and toys	Equipment and toys will be transported to community venues to offer a supportive environment for families of young children where group activities are organised.	Equipment that is no longer required will be offered to not for profit groups in the local community. This will have a low to moderate risk to pregnant and breastfeeding mums and families of lower socio-economic groups.	
Lack of visibility of children's centre services	Lack of a building will make it more difficult for families to know where to go to access support and services.	Clearly advertise groups though Facebook and other social media. Keep partners up to date on which services are being offered and where. This will have a low to moderate risk to pregnant and breastfeeding mums and families of lower socio-economic groups.	
Lack of information on location of services	Parents/carers will need to know where services are located in order to attend them. A variation in venues could be disruptive and unwelcoming to parents/carers	Use social media to promote venue location to parents and carers. This will have a low to moderate risk to pregnant and breastfeeding mums and families of lower socio-economic groups.	

Lack of community venues	There may not be suitable venues in some communities	Children's centre staff will work with Wiltshire Council staff and the community to offer services in suitable local venues.	
Virgincare will have to fund their own facilities	Virgincare have a limited budget with which to provide all of their services. The model of delivery of child health clinics was designed around free use of children's centre buildings, there is no budget allocation for room hire	Children's centre services providers will work with Virgincare to offer access to co-locate alongside children's centre groups. Children's centre services providers will not be able to fund separate venues for child health clinics. This will have a low to moderate risk to pregnant and breastfeeding mums and families of lower socio-economic groups.	

The plan must provide detail on the activities and dates for it to ensure compliance with the Public Sector Equality Duty.
The plan can be updated any time with information that becomes relevant as you move through each stage of your proposal.

Action	Anticipated Outcome	Lead	Deadline	Actual Outcome	Comments
Consultation events as described above	Views will be heard. Families and partners are engaged in the aspiration of the project. Those who continue to disagree will feel that they have had the opportunity to express their views.	Lucy-Anne Bryant	March 20 2019	There has been a consultation with face to face sessions in each of the proposed venues.	Concerns raised from the Westbury area

Suitable venues are sourced with Virgincare for Child Health Clinics	Suitable venues are sourced in Salisbury, Mere, Pewsey and Cricklade	Lucy-Anne Bryant	July 1 2019	Work is still being undertaken to identify venues	It will be important to ensure that the hiring of venues does not have a negative impact on the budget of the children's centres.
Ensure that there are sufficient community venues available to offer services	Community venues will have been identified through work with property services in Wiltshire Council and local knowledge from the town and village councils.	Children's centre services providers	July 1 2019	Work is still being undertaken to identify venues	
Ensure that there is limited increase in travel for parents	Less travel for disadvantaged parents as services will be made available in their community	Lucy-Anne Bryant with children's centre services providers	Post implementation		
Ensure that location of equipment and toys is suitable for the events that will be run.	Toys and equipment will be moved to community venues for the provision of sessions	Lucy-Anne Bryant with children's centre services providers	Post implementation		
Ensure that children's centre services remain visible in the communities, especially where	Clearly advertise groups though Facebook and other social media. Keep partners up to date on which services are being offered and where.	Children's centre services providers	Post implementation		

there is no designated building					
Ensure that there is sufficient information on the location of services	Clearly advertise groups through Facebook and other social media. Keep partners up to date on which services are being offered and where.	Children's centre services providers	Post implementation		

8. Next Steps

Are there plans to provide feedback to the groups or people that have been consulted in preparing for this assessment?	Feedback will be available to groups that were consulted on after the Cabinet meeting on 30 th April.
How is it proposed that the Mitigating Actions Plan will be monitored?	Action Plans will be monitored by the steering group.
Has the assessment been included with Cabinet papers?	Assessment will be included with all relevant papers
Has a review date been identified to revisit this assessment to consider if there has been a significant change in circumstances?	Review will take place after the Cabinet meeting

Officers Involved in Completing Screening

Officer completing Equality Impact Assessment	Lucy-Anne Bryant
Date submitted	27/03/2019
Head of Service or Operational Director sign off	I agree with the content and outcome of this Equality Impact Assessment

Date approved by Head of Service or Operational Director	Helen Jones
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Criteria	4 is high negative impact, 0 is low negative impact	Likelihood	Impact	Combined score	Residual Likelihood	Residual Impact	Residual Combined Score
Legal challenge to the Authority under the Public Sector Equality Duty.		1	2	0	0	0	0
Financial costs/implications Directly relating to the project		1	1	1	1	1	1
People impacts considered in the report and the EIA		1	1	1	1	1	1
Reputational damage There is a petition and limited news coverage of the proposed closures		2	2	4	1	1	1
Totals				6			3