



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Remodelling Children's Centre Services

Details are set out:

Children's Centre Services CYP Committee Paper January 2020

Officers undertaking the assessment:

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Assessment approved by:

Laurence Jones, Service Director
Commissioning and Resources

Date:
19.12.19

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The current contract for the Children's Centre Service has been running since 1st June 2013. The contract is in place with Nottinghamshire Healthcare Trust who sub contract to Family Action, Early Years Alliance and North Nottinghamshire College under the umbrella of Nottinghamshire Children and Families Partnership (NCFP). The contract for these services is in place until 31st May 2020.

NCC recognises the Children's Centre Services as an important part of the strategic plan to 'invest to save' by prioritising families at greater risk of poor outcomes and providing evidence-based interventions to ensure value for money. The service will be refocused to support those most in need by delivering the priority

outcomes, as well as avoiding the potential need for more costly interventions at a later time because less support will be required from social care.

The Children's Centre Service will continue to provide targeted services for families with emerging or entrenched needs; working with families who are at levels 2 and 3 as described in the Pathway to Provision thresholds document. The service will also accept referrals for children known to Children's Social Care. The service will continue to target identified groups and focus on the existing outcomes:

- a) early identification and prevention of risk of harm
- b) children achieve a good level of development, are ready for school and are effectively supported to close the attainment gap
- c) parents are job ready and economically active, with increased aspiration for themselves and their children
- d) improved health and wellbeing of children and parents

The service targets the following priority groups:

- Low income families with identified needs.
- Children of teenage parents /teenage parents.
- Families identified as having mild/moderate mental health issues.
- Children with English as an additional language.
- 2, 3- and 4-year olds not accessing their minimum childcare entitlement.
- Unemployed/single parents.
- Unemployed parents living in rural areas.
- Children under 5 with speech, language and communication delay.
- BME groups where there is a need.
- Parents of children with SEND who do not meet thresholds for specialist services.
- Children known to Social Care.

The priority outcomes and the target groups will remain the same post-project.

In order that NCC has the control to develop the service as it is needed in future, and that it is effectively integrated with NCC's other under 5 / targeted family services, NCC will deliver the service directly from the 1st June 2020.

The service will aim to mitigate any potential negative impact on service users with protected characteristics by carefully targeting services and working collaboratively to ensure the most vulnerable families have their needs met.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Race including origin, colour or nationality	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation including gay, lesbian or bisexual	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

<p>How do the potential impacts affect people with protected characteristics?</p> <p><i>What is the scale of the impact?</i></p>	<p>How might negative impact be mitigated or explain why it is not possible</p>	<p>How will we consult</p>
<p>During the transition of change, there is a risk of some disruption. This will therefore affect families, with children aged under 5 who use the service.</p>	<p>Resource will be allocated to ensure that any disruption is limited and is shortened. The Council will communicate if there is any disruption and alternative options for the period.</p>	

If any adverse impact is identified, they will be addressed appropriately.

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Because there is no change to the service no public consultation is required.

Please note there is a separate EqIA being developed for Speech and Language and Communication Needs (SCLN)

Completed EqIAs should be sent to equalities@nottscc.gov.uk and will be published on the Council's website.