

Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Consultation regarding the change of use of Retford Central Children's Centre Service building

Details are set out:

Proposed consultation for the change of use of Retford Central Children's Centre – report to Children and Young People's Committee 13.09.2021

Officers undertaking the assessment:

Irene Kakoullis – Group Manager Early Childhood Services
Diane Tinklin – Early Childhood Services Commissioning and Projects Manager

Assessment approved by:

Laurence Jones, Service Director
Commissioning and Resources

Date: xxx

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 Children's Centre Service is delivered through a network of premises and properties across Nottinghamshire, with substantial amounts of work being delivered through outreach work including home visits. Most of these properties are owned by the council, and a small number are leased from external landlords.

As the service became more targeted, room was subsequently made available within buildings to provide different activities and services provided by others. Several Children's Centre Service properties host childcare provision to enable the Council to fulfil its statutory duty to ensure there is sufficient high-quality childcare; many also host midwifery clinics and appointments for families to meet their health visitor.

Retford Central hosted a new preschool for just over a year, however they closed in December 2019 as they were no longer viable because of alternative early years provision nearby, so the building was empty with the exception of a midwifery clinic and weekly family support provided by the Children's Centre Service.

In March 2020, the council was approached by Doncaster and Bassetlaw Hospital NHS Foundation Trust (DBHT) to ask if they could use the building to deliver maternity services Monday to Friday. This request was very much in line with their covid restrictions at the time and the greater need to see vulnerable patients away from hospital sites. A temporary solution was progressed with a room hire agreement with a view that consultation would be carried out with local families before a permanent arrangement was progressed.

The council proposes to change the use of Retford Central Children's Centre to either become a Maternity Hub run by Doncaster and Bassetlaw Hospital Foundation Trust or a Family Hub ran by the council, which hosts services for families with children aged 0-19 (up to 25 for young people with Special Educational Needs and those who have experienced care (also known as Care Leavers).

The council will carry out local consultation with families (including expectant parents) and young people to identify if they would prefer the building to become a Maternity Hub or Family Hub.

Both options will bring benefits to families living in Retford and we do not anticipate any negative impact.

A Family Hub will:

- retain weekly midwifery clinics (albeit not Monday to Fridays) both antenatally and postnatally.
- increase the Children's Centre Service provision on site for families with preschool children
- include services for families with 5-19 year olds
- include services for children and young people with SEND
- be open Monday to Friday
- work closely with the Young People's Centre next door to ensure that young people are part of the Family Hub model
- host a range of services who can improve outcomes for children and families in Retford.
- Provide a one stop shop of early help services for families.

A Maternity Hub will:

- enable women to be able to access the support they need through pregnancy and postnatally
- enable expectant parents to access midwifery services near to where they live rather than travelling to Worksop or Doncaster
- provide a fast and effective referral service to the right expert if a woman and her baby need more specialised services.
- Provide maternity services Monday to Friday
- Provide opportunities for 'partners' to engage in education classes and appointments
- Provide closer working opportunities with the Healthy Family Team, Children's Centre Service and other services supporting families with young children.
- Provide opportunities to 'hand over' from maternity services to Healthy Family Teams

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 checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

Pregnancy & maternity	<input checked="" type="checkbox"/> Positive	<input 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 checked="" type="checkbox"/> Positive	<input 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:

How do the potential impacts affect people with protected characteristics? <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult

Part B: Feedback and further mitigation

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

Consultation has yet to take place and this Equalities Impact Assessment will be updated once the consultation has ended.

The consultation process will be inclusive and online questionnaires and hard copy questionnaires will be shared and promoted with the following groups in Retford:

- District Council,
- Elected Members from the Parish Council, County Council and District Council.
- Local voluntary sector organisations
- Children's Centre Service
- Family Service
- Youth Service
- SEND services
- Local parents' groups
- Maternity Voices Group and Healthwatch
- Local Primary Care Network
- Bassetlaw Integrated Care Partnership
- Substance use services
- Domestic Abuse Services
- Futures
- Inspire Culture
- Schools, Colleges and early years settings
- The consultation will also be promoted through social media and local newsletters.

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