

Appendix 2 Equality Impact Assessment Form

Department	Children Services	Version no	0.3
Assessed by	Helen Johnston	Date created	28 November 2018
Approved by	Jenny Cryer	Date approved	12 December 2018
Updated by	Helen Johnston	Date updated	18 June 2019
Final approval		Date signed off	

The Equality Act 2010 requires the Council to have due regard to the need to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups

Section 1: What is being assessed?

1.1 Name of proposal to be assessed.

Prevention and Early Help Estates Strategy

1.2 Describe the proposal under assessment and what change it would result in if implemented.

The proposal for consultation aimed to ensure that use of the buildings estate is aligned with the new operating model for the Prevention and Early Help service and that buildings would be used to their maximum benefit for the community.

The change would result in a reduction in the number of buildings from which prevention and early help services are provided or are accessible to users across the district. It is intended to align the building estate with the new operating model.

A multi-agency team established to make recommendations on the proposal worked to the following principles:

- Create at least one integrated family hub for staff teams and other service in each of the 4 Hub Areas.
- Base services in communities and building on community assets
- Establish needs led and targeted support in areas of highest need
- Achieve reach through outreach and linking in and through wider community provision and sites.

- Develop an agile approach so that service activities are able to be provided flexibly across a range of sites based on need.

In making recommendations, the team also gave consideration to if a building was in a priority area – priority being determined by a range of available data including IMD 2015 rank, % of NEET, levels of young people who were unemployed etc.

The resulting proposal is to move to a tiered buildings approach for the delivery of Prevention and Early Help. In each cluster (four areas) it is proposed to have:

- At least one **Integrated Family Hub**, which comprise of an integrated staff team base in addition to having on site delivery of services for the public. Where necessary additional capacity will be created in an Integrated Staff base.
- **Delivery sites** offering a reduced number of hours of Prevention and Early Help delivery per week, with no permanent staff based on site, limited reception facilities, but located where communities can easily access services.
- **Community based provision** to be identified through consultation to meet local need, where possible paid for by the hour as required.

The proposal meets the principles above and ensures that the new model for Prevention & Early Help services can be delivered, in particular ensuring:

- Statutory requirements continue to be met
- Good outcomes for children are supported
- As much resource as possible is deployed to work directly with children, families and communities

The proposal for consultation also aimed to:

- Maximise use of wider locations in communities
- Ensure geographic spread of delivery sites across each constituency
- Support continued delivery of midwifery and health visiting services across the centres and develop family hubs.

Section 2: What the impact of the proposal is likely to be

2.1 Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.

Support will continue to be delivered across the district in line with the new PEH operating model with a special emphasis on ensuring that some buildings that deliver services and some buildings that are available for community use are sustained in the most deprived areas.

Overall the proposal intends to support the new PEH operating model – ensuring that all communities have access to services, that equality of opportunity and a range of outcomes for babies, children and young people and families is advanced.

2.2 Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.

Ensuring that services are delivered and activities are available in buildings in deprived areas will mean that those with a range of protected characteristics should find accessing services and provision easier – for instance, those individuals and families on low incomes.

2.3 Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.

The physical accessibility of buildings has not been taken into account when developing these proposals therefore people with disabilities may be disproportionately impacted. However the buildings under consideration have all previously been used as Children’s Centres and as such would have been DDA compliant. It is possible that the proposals may impact people who use the services or those who care for them or support them.

Those on low incomes and not living in the priority areas may find it more difficult to access services due to the need to pay for travel, their working patterns, childcare arrangements etc. Universal services will still be accessible.

The equality impact assessment carried out indicates the proposal is likely to have low to no impact across most protected characteristics.

2.4 Please indicate the level of negative impact on each of the protected characteristics?

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

Protected Characteristics:	Impact (H, M, L, N)
Age	L affects early years 0-5 provision
Disability	L/M
Gender reassignment	N
Race	N
Religion/Belief	N
Pregnancy and maternity	L
Sexual Orientation	N
Sex	L most users of CC are female

Marriage and civil partnership	N
Additional Consideration:	
Low income/low wage	M

2.5 How could the disproportionate negative impacts be mitigated or eliminated?
 (Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

The possible disproportionate impact on people with disabilities could be mitigated by ensuring that buildings identified for consultation within the proposal where services and/or activities are expected to be delivered are reasonably accessible and have undergone recent accessibility assessments, that remedial work is undertaken where such a building in the proposal is not deemed to be reasonably accessible and in the event that the building, following consultation and approval of a finalised proposal, will be a site at which services and activities are delivered. .

Ensuring a range of buildings delivering services are sited in high need areas will ensure those families and individuals on low incomes or wages have access to services. Where buildings will no longer be used alternative sites in the local community have been identified. People on low incomes or wages living outside of those high need areas will continue to have access to services through Early Help Gateway and there will be activities and services available across all areas.

The PEH service is maintaining strong relationships with childcare and schools in all areas and this means that vulnerable children and families will be able to access support when needed regardless of the site of service delivery in their area. This means that those children living in low income families in more affluent areas will still be able to access support and activities.

Additionally the consultation around the proposal will also include consideration of appropriate alternative use of some sites.

Through the consultation process some buildings have been identified as appropriate alternative use being for the provision of Special Education Needs and Disabilities (SEND) this will provide additional provision in the local area.

Section 3: Dependencies from other proposals

3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.

A comprehensive stakeholder consultation plan has been developed. The intention is to consult with the following:

- Children, young people, families, parents, carers
- Education settings
- Health colleagues
- Police
- Public and Voluntary sector

- Community Partners
- Businesses
- Council employees
- Elected members

The multi-agency group established to develop recommendations for this proposal included representatives from the following:

- Prevention and Early Help
- Social Care
- Health
- Public Health
- Youth Service
- Neighbourhood Services
- Libraries and Estates
- Voluntary and Community Sector

Section 4: What evidence you have used?

4.1 What evidence do you hold to back up this assessment?

- **Families' needs assessment undertaken to support the remodelling of the Prevention and Early Help service.**

This document included considerable analysis which provided a baseline of data covering a breadth of information from demographics, deprivation, maternity, health; education and social services and this analysis underpinned the development of the Prevention and Early Help service.

The Executive report and appendices discussed at the Council Executive on 7 November 2017 and 3 April 2018 outline the analysis gathered.

- **Feedback from the consultations that supported the remodelling of Prevention and Early Help**
- **Map of ward level outcomes and deprivation statistics to identify the top ten most deprived areas**
- **Outputs from the multi-agency group tasked with developing recommendations to inform the proposal**
- **Peopletoo analysis of consultation on Prevention and Early Help services**
- **Feedback from the consultations on the proposals for the PEH estates buildings**
-

4.2 Do you need further evidence?

The EIA has been reviewed in view of feedback from the extensive consultation that took place and this has informed further development of these proposals

Section 5: Consultation Feedback

5.1 Results from any previous consultations prior to the proposal development.

Feedback from the extensive consultations that supported the remodelling of Prevention and Early Help has informed this proposal.

A wider review of all prevention and early help provision that included consultation with a wide range of stakeholders has informed this proposal. A summary of the consultation and feedback is available in the report to Council Executive of the 7 November 2017 - Prevention and Early Help – a proposed new model to support families and communities for the future, including proposed changes to how we provide the children's centre core offer across the District.

5.2 The departmental feedback you provided on the previous consultation (as at 5.1).

The above feedback has informed this proposal.

5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).

The Council Executive of the 5 February 2019 approved the proposal for full consultation.

Feedback from this consultation is available in Appendix 2 to the Council Executive report 9 July 2019.

Following feedback from Bradford East Area Committee, additional consultation events were offered to allow the public and providers more opportunity to comment on the proposals.

5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.

Feedback from the Consultation is available at Appendix 2. Feedback has informed changes to the proposals that Council Executive will be asked to approve as follows:

- **Holmewood –TFD Centre** - Proposed to create an all age hub

- **Daisy Chain – Silsden** – Proposed PEH services continued to be delivered from the site
- **Trinity 5 Rise** – Proposed the midwives clinic and PEH services offering sessions for children and families
- **Highfield Children’s Centre** - Deregister as Children Centre, undertake building works to support new usage, agree a room hire arrangement between the ‘Community Centre’ and PEH services.

Feedback also informed changes to proposals that Executive was urgently required to approve on the 11 June 2019 as follows:

- To implement changes proposals to ensure building works were completed in time for the September pupil intake that would result in Increasing SEND places, reducing costs on PEH and enabling services to be provided to meet local need from these sites:
 - Canterbury Children’s Centre based within Canterbury Nursery School
 - Crossley Hall Children’s Centre which is a standalone building based within the grounds of Crossley Hall Primary school
 - Princeville Children’s Centre which is a standalone building based within the grounds of Princeville Primary School

Consultation feedback also identified that local services to children or families could continue to be provided from 24 of the 26 children centres buildings and that PEH could negotiate a room hire arrangement in 14 of the 24 current Childrens’ Centres.