

Name of proposal/policy	Changes to delivery of Children's Centre Service universal events	Budget number (if applicable)	
Service area responsible	Northamptonshire Libraries and Information Service	Cabinet meeting date	
Name of completing officer	Ann Breen	Date EqIA created	April 2017 Updated 20 th June 2017
Approved by Director / Assistant Director	Janet Doran	Date of approval	12 th May 2017 Updated 27 th June 2017

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk

PART 1

Description of current provision/policy and main beneficiaries/stakeholders

Currently there are 125 events delivered in 34 libraries across the county to fulfil the Children's Centre Services (CCS) needs/requirements within 10 localities in accordance with The Accord and Ofsted requirements. These events support the early learning and development of children under 5 and their families. There are a range of staff delivering these events including customer advisers, early years workers and library managers. Some of these events are extremely costly to run due to the small number of attendees. There are alternative events in the same library or in the locality.

Description of proposal under consideration/development

Following a review of the number of attendees at these events the proposal is to remove any events that have less than 5 families (5 children and 5 adults) attending on a regular basis. The exceptions to this rule are those events that are volunteer led and have no impact on budgets or staffing and those where the capacity of the library is smaller than 10 – Finedon library. This review results in the proposal to remove 5 events.

The individual library events affected are:

Roade:

Remove Play and learn under 5. Average attendance is 2.8 including adults and children. This was a play and learn under 1 event which was unsuccessful and then was changed to an under 5. The early years worker here has tried advertising, held outside partnership events to encourage attendance and worked very hard to increase the attendance but to no avail. There is very large community led event on in the morning on the same day, there are no alternative days that this event could be provided in this library due to opening hours and other events being delivered.

Irchester:

Remove play and learn under 1 as maximum attendance averages 3.4 which includes both adults and children. There is a play and learn under 5 at this library currently only having an average of 8.2 attendees which the under 1's can attend and there are 2 other play and learn under 1's in the locality that they could access. By attending the more popular play and learn under 5 session families will have more opportunity for social interaction and peer support. This increase would also decrease the current cost of delivering the play and learn under 5 event per head which is currently £2.93.

Earls Barton:

Remove play and learn under 1 as maximum attendance averages 1.6 which includes both adults and children. There is a play and learn under 5 at this library that under 1's can attend and there are 2 other play and learn under 1's in the locality that they could access. By attending the more popular play and learn under 5 session families will have more opportunity for social interaction and peer support.

Kingsthorpe:

Remove play and learn under 5 weekend event. Nil attendance. Fire officer safe recommended numbers are being exceeded in the rhyme-time event so looking to increase a rhymetime event to ease this pressure. This will result in neutral effect on number of events delivered.

Daventry:

Remove Story-stomp as maximum attendance averages 6.6 which includes both adults and children. 3 of the 5 groups have low attendance. Play and learn under 1 has an average 8.4 including adults and children, play and learn under 5's has an average 9.8 and story-stomp average is 6.6 attending. All age ranges are properly catered for within the remaining 4 events. If the reduction of the story impacts on the satisfaction of customers we can add this into another of the 4 events.

Data used in this Equality Impact Assessment (general population data where appropriate but each EqlA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqlA)

Data Source (include link where published)	Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc.”
Analysis of attendees at events which were reviewed	The data tells us the average number of people attending these events over the 5 week period 30/1/17, 6/2/17, 13/2/17, 20/2/16, 27/2/17 are less than 10 per week Roade: 2.8 average includes adults and children Irchester: 3.4 average includes adults and children Earls Barton: 1.6 average includes adults and children Kingsthorpe: Nil attendance Daventry: 6.6 average includes adults and children

Tick the relevant box for each line by using a capital 'P' to make a <input type="checkbox"/>	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex			√	
Gender Reassignment			√	
Age			√	
Disability			√	
Race & Ethnicity			√	
Sexual Orientation			√	
Religion or Belief (or No Belief)			√	
Pregnancy & Maternity			√	
Human Rights (Please see articles in toolkit)			√	
Other Groups (rural isolation, socio-economic exclusion etc.)			√	

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>Propose to remove 5 events that are each attracting less than 5 families.</p> <p>There are alternative events either in these libraries or in the localities that can be accessed and so the overall impact of reducing these events will be neutral.</p> <p>The full CCS support and signposting services will still be available at all times.</p>	<p>Monitoring of any feedback received as a result of these changes.</p>

Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2
<p>Advertise on EqIA pages of website.</p> <p>Display posters in affected libraries offering the opportunity to express views via direct email contact to Strategic Manager or paper written comments to be addressed to the Strategic Manager delivered via library staff.</p> <p>Make the current users aware of the changes and consultation process at each of the affected events.</p>

This consultation will take place for four weeks from 22nd May until 19th June 2017.

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
Roade – no feedback in any form	The reduction of this event will not impact adversely on the families in this locality so we will reduce this event with immediate effect.
Irchester – feedback from 4 customers expressing the disappointment at the possibility of losing this event and numbers have picked up to an acceptable level in the last 6 weeks	This event will remain on the programme as a result of feedback from the families and increased use
Irchester – no feedback in any form	The reduction of this event will not impact adversely on the families in this locality so we will reduce this event with immediate effect.
Kingsthorpe – no feedback in any form and no families attending	The reduction of this event will not impact adversely on any families as they do not attend this event so we will reduce this event with immediate effect.
Daventry – no feedback in any form	The reduction of this event will not impact adversely on the families in this locality so we will reduce this event with immediate effect.

Final impact analysis (taking the findings from Part 2 into account) – including review date if required

4 events to be removed. All affected families have alternative options to attend in their local library or within their locality.