

| | | | |
|--|---|--------------------------------------|--------------------------------|
| 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 | Dec 2017 |
| Approved by Director / Assistant Director | Janet Doran | Date of approval | 24 th December 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 2 Universal Children's Centre Services events running in Woodford Halse library and a total of 17 running throughout the libraries in the locality. 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 volunteers, customer advisers, early years workers and library managers. Some of these events are extremely costly to run due to the small number of attendees.

Description of proposal under consideration/development

Following a review of the number of attendees at the Rhyemtime event held at Woodford Halse library on a Saturday morning the proposal is to drop this event.

There has been no attendance at this session in the last 10 weeks.

Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA 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 EqIA)

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 event which was reviewed

Data:
23 Sep 17 - 0
30 Sep 17 - 0
7 Oct 17 - 0
14 Oct 17 - 0
21 Oct 17 - 0
28 Oct 17 - 0
4 Nov 17 - 0
11 Nov 17 - 0
18 Nov 17 - 0
25 Nov 17 - 0

| 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 the event that is attracting less than 5 families.</p> <p>There are alternative events either in this library 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 |
|--|
| <ul style="list-style-type: none"> • Advertise on EqIA pages of website. • Display posters in affected library 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. |

- Make the current users aware of the changes and consultation process at each of the affected events.
This consultation will take place for two weeks from 3rd – 17th January 2018.

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above

| | What does this information tell us? |
|---|--|
| To be updated following consultation feedback | |

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

To be updated following consultation feedback