

Name of proposal/policy	Targeted Early Help Service Contract (Children's Centres)	Budget number (if applicable)	16-002-01
Service area responsible	Children, Families & Education – Quality and Performance	Cabinet meeting date	13 th December 2016
Name of completing officer	Michael Robinson	Date EqIA created	29 th November 2016
Approved by Director / Assistant Director	Lesley Hagger	Date of approval	11 th December 2016

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 proposal under consideration/development

Review the targeted (i.e. non-universal) element of Children's Centre service delivery in preparation for the move of the Children, Families & Education directorate to a new children's delivery vehicle. The aim is to streamline targeted Children's Centre service delivery to maximise Council resources and reduce potential confusion to families who are already supported by other Council services.

Description of current provision/policy and main beneficiaries/stakeholders

The current offer for targeted early help Children's Centre Services is delivered in 10 localities by three different providers.

Analysis tells us that c.30% of families currently supported by targeted Children's Centre services are also known to and being supported by Social Care (Tier 4) with another c.40% being known to the Local Authority through its internal "Early Help Families" Programmes* (Tiers 4, 3 and 2). This means that a number of families supported by targeted early help Children's Centre services are also being supported by other CFE professionals. This is not the best use of resources and can lead to confusion amongst families around which professional they should seek support from depending on their particular concerns.

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"
Northamptonshire Analysis Equalities Resources http://www.northamptonshireanalysis.co.uk/bytheme?themeld=328&themeName=Equalities	Details of ethnicity in the Children's Centre area. Details of age, religion, gender, marital status by district
Office for National Statistics Neighbourhood Statistics http://www.neighbourhood.statistics.gov.uk/dissemination/LeadHome.do?m=0&s=1400144236037&enc=1&nsjs=true&nsck=false&nssvg=false&nswid=1090	Details of ethnicity in the specific areas affected (middle layer Super Output area in which the children's centres are currently situated).

<p>Joseph Rowntree Foundation research published December 2013: http://www.ethnicity.ac.uk/medialibrary/briefingsupdated/ethnicity-and-deprivation-in-england-how-likely-are-ethnic-minorities-to-live-in-deprived-neighbourhoods%20(1).pdf</p>	<p>Finds that people of all ethnic minority groups in England are more likely to live in deprived areas.</p>
<p>EqIA – Early Help and Prevention Strategy http://www.northamptonshire.gov.uk/en/councilservices/Council/equalities/Documents/PDF%20Documents/DRAFT%20EqIA%20Children%20and%20Families%20Early%20Help%20and%20Prevention%20Strategy.pdf</p>	<p>Assessment of the impact upon people with protected characteristics of the Early Help and Prevention Strategy and implementation plan, the instrument by which the changes to Children’s Centres delivery was originally agreed.</p>

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				<input checked="" type="checkbox"/>
Gender Reassignment				<input checked="" type="checkbox"/>
Age				<input checked="" type="checkbox"/>
Disability				<input checked="" type="checkbox"/>
Race & Ethnicity				<input checked="" type="checkbox"/>
Sexual Orientation				<input checked="" type="checkbox"/>
Religion or Belief (or No Belief)				<input checked="" type="checkbox"/>
Pregnancy & Maternity				<input checked="" type="checkbox"/>
Human Rights (Please see articles in toolkit)				<input checked="" type="checkbox"/>
Other Groups (rural isolation, socio-economic exclusion etc)				<input checked="" type="checkbox"/>

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>Age profile of users, due to the nature of the service, is skewed towards the 20-49 and < 5 age range</p>	<p>It is acknowledged that these proposals will impact upon a number of protected groups. As such we have analysed user data so as to identify</p>

<p>Those families where there is a parent / carer with a disability and / or a child with a disability are more likely to be in receipt of targeted children’s centre services than the general population registered for children’s centre services.</p> <p>Those families where marriage or a civil partnership is evident are more likely to have children, including some under the age of 5, and therefore in relative terms would be more likely to be affected than the general population.</p> <p>Those families where pregnancy and maternity is evident may have reduced access to services such as “Pre Birth and beyond” that have been supported by the contracted targeted children’s centre service providers.</p> <p>All ethnic minorities in England are more likely to live in deprived areas and it can be assumed that they will be disproportionately affected by the proposed changes.</p> <p>The majority of engagement surrounding the targeted aspect of children’s centre service delivery is with females and so the changes will disproportionately affect them.</p>	<p>service options that have the least possible negative impact upon these groups.</p> <p>Additionally, and as per the Council’s standard contractual terms, providers are required to provide services to those that need them regardless of sex, age, disability, race / ethnicity, religious belief and other protected characteristics. Therefore if implemented the future interim delivery model will partially mitigate impact on those groups with protected characteristics.</p> <p>Consultation scheduled to take place Dec 16-Jan 17, relating to targeted Children’s Centre Services, will influence and support the development of the broader Children’s Trust ensuring that those families that need support continue to receive this during 17/18.</p> <p>Furthermore via conducting a public consultation about the proposed changes, equalities information from those engaged will be identified.</p>
<p>The available data has not allowed analysis of the impact upon these by virtues of their religious beliefs, sexual orientation or gender re-assignment</p>	<p>It is hoped that from the aforementioned consultation it will be possible to assess the potential impact upon those of characteristics where we do not currently have data</p> <p>Furthermore additional specific data around access and reach of families and children with the following characteristics will attempt to be sourced: -</p> <ol style="list-style-type: none"> 1. Adult mental health 2. Children with special educational needs 3. Children with physical disabilities 4. Pregnancy 5. Gypsy, Roma or Traveller 6. English as an additional language

<p>A positive implication is that if the proposals are taken forward through to implementation then they have the potential to reduce the confusion a family, who has a child under 5 within any of the groups indicated above, may face when a number of 'lead' professionals engaged with them.</p>	<p>N/A</p>
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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

Undertake a “Significant Change” consultation lasting seven weeks from mid December 2016 to late January 2017 with all stakeholders including partners, current service users and potential service users to adhere to legislative requirements associated with 2006 Childcare Act.

Further internal analysis of data recorded regarding cohorts that have been supported via targeted children’s Centre Services.

Identification and Development of activity to be delivered within the parameters of “targeted Children’s Centre Services” activity during 2017/18 ensuring this dovetails / complements broader CFE Early Help activity in the same year.

This consultation runs concurrent to the wider overall budget consultation process. Any feedback received (as well as any further intelligence gathered in the course of developing the proposal) will inform a final analysis of the impact of the proposal which will be considered by Members when taking a final decision on the proposal. The EqIA will be updated accordingly.

PART 2 – if required

<p>Consultation, follow up data and information gathered from actions identified above</p>	
	<p>What does this information tell us?</p>

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

