

Equality Impact Assessment – Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Impact Assessment is required.

Name of policy, strategy or function:	Children Centre services
Version and release date of item (if applicable):	
Owner of item being assessed:	Avril Allenby
Name of assessor:	Avril Allenby
Date of assessment:	22/10/15

Is this a:		Is this:	
Policy	No	New or proposed	No
Strategy	No	Already exists and is being reviewed	Yes
Function	No	Is changing	No
Service	No		

1. What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?	
Aims:	<p>The four key strands of the proposal are:</p> <ul style="list-style-type: none"> • Re-design how we deliver our services so that we can make the biggest difference to families. <ul style="list-style-type: none"> ○ We will create 3 geographical areas for the planning and delivery of services. These will be called Family & Wellbeing Delivery Areas. The Children's Centres in each Delivery Area will become Family & Wellbeing Hubs. ○ We will reduce management, staffing and administration costs by removing duplication and integrating service delivery. ○ We will make more use of local community venues and work alongside partner organisations and community groups. • Target support for parents and children who need additional help, including early childhood services • Continue to offer popular early childhood services for families. We may start to charge a fee. • Create a single governance group to oversee Early Childhood Services.
Objectives:	To consider the impact of the proposed changes for September 2016. The scale of budget reductions means that

	<p>the Council needs to review the use of Children Centre buildings and the range of activities offered to the public.</p> <p>We will focus services which improve health, education and social care for our children and families in greatest need and ensure that these families receive additional help so that their children can thrive and develop well.</p> <p>We will integrate targeted family support with universal services so that families get the help that they need from someone that they trust. We will also work closely with voluntary, community and faith support, and services may be delivered by our partner organisations.</p> <p>We will not be able to provide all of the universal services that we currently do and some may cease. We will maintain popular sessions but we will not be able to provide these sessions free of charge. This may mean that some families cannot afford the sessions they currently use.</p> <p>We will stop using four Children’s Centre buildings, but will provide a greater level of outreach, meaning that our services will still be available, using community locations. This means that services will be available in local communities and some families will have less distance to travel to access services. However, for others the services that they want may be at a different location, which may be less convenient for them.</p>
Outcomes:	There continues to be a good range of early childhood services available across West Berkshire.
Benefits:	Little change to the services provided, with some greater impact in the most rural areas for those families who currently have little or limited access. Realisation of budget savings.

<p>2. Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.</p> <p>(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)</p>		
Group Affected	What might be the effect?	Information to support this
Age	No impact	The intention is to continue to maintain a good range of services for the under 5’s.
Disability: including children with special	No impact	

educational needs		
Gender Reassignment	No impact	Gender is not a distinguishing factor in the delivery of children centre services
Marriage and Civil Partnership	No impact	Marriage and Civil Partnership are not a distinguishing factor
Pregnancy and Maternity	No impact	Pregnancy and maternity are not a distinguishing factors.
Race	No impact	Race is not a distinguishing factor.
Religion or Belief	No impact	Religion or beliefs are not distinguishing factors.
Sex	No impact	Sex is not a distinguishing factor.
Sexual Orientation	No impact	Sexual Orientation is not a distinguishing factor.
Socio-economic factors: Impact on low income families	Positive Impact.	To reach more areas of West Berkshire by the introduction of greater outreach work.
Socio-economic factors: Financial impact on families	The proposal may impact on families when accessing “universal services”, however, careful consideration of cost and access for those on low income will be part of the changes.	The introduction of payment for some groups and activities to make them more sustainable.
Further Comments relating to the item:		
None		

3. Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
Please provide an explanation for your answer: The proposed changes are aimed at cutting the use of costly building and back office functions so the services to the public can be maintained and enhanced.	
Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
Please provide an explanation for your answer: Every consideration has been given to maintain staffing levels, flexibility of working	

arrangements and services to families with a particular focus on those least able to afford payment arrangements.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage Two Equality Impact Assessment.

If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the Equality Impact Assessment guidance and Stage Two template.

4. Identify next steps as appropriate:	
Stage Two required	No
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	Not required

Name: Avril Allenby

Date: 22/10/2015
