

## 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 Two, Equality Impact Assessment is required.

<b>Name of policy, strategy or function:</b>	Budget Proposal 2016/17 Phase 2: Children's Centres
<b>Version and release date of item (if applicable):</b>	
<b>Owner of item being assessed:</b>	Avril Allenby
<b>Name of assessor:</b>	Avril Allenby
<b>Date of assessment:</b>	05/02/2016

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

<b>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?</b>	
<b>Aims:</b>	In addition to the proposals outlined in Phase One, we propose to reduce the number of buildings identified in each Family & Wellbeing Delivery Areas from one rural and one urban site, to a single Hub. Realise a further saving of £150,000
<b>Objectives:</b>	<p>To consider the impact of the proposed changes for September 2016. The scale of budget reductions means that 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</p>

	services may be delivered by our partner organisations.
<b>Outcomes:</b>	We will build upon the current good practice identifying community venues so that we can embed services at the heart of the community making better use of community buildings and facilities like schools, leisure centres, and community centres for the delivery of services to support children and families. This would mean that services would be available from more venues which are closer to families, bringing together local support and resources in a joined-up way. Working closely with parents, carers, our partners, health and the wider community, using restorative practices and resources to the best effect so that more children and families in West Berkshire are healthier, happier and more resilient.
<b>Benefits:</b>	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.

**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.**

(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.)

<b>Group Affected</b>	<b>What might be the effect?</b>	<b>Information to support this</b>
Age	No impact	The intention is to continue to maintain a good range of services for the under 5's and develop support to 0 to 19.
Disability: including children with special educational needs	No impact	
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 distinguishing factor
Pregnancy and Maternity	No impact	Pregnancy and maternity are not 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	Limited impact	Although buildings will be closing every effort is to be made to ensure there are still local groups and services.
<b>Further Comments relating to the item:</b>		
None		

<b>3. Result</b>	
<b>Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?</b>	<b>No</b>
<b>Please provide an explanation for your answer:</b> The proposed changes are aimed at cutting the use of costly building and so the services to the public can be maintained and where possible enhanced for the most in need.	

<b>Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?</b>	<b>No</b>
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**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.**

<b>4. Identify next steps as appropriate:</b>	
<b>Stage Two required</b>	No
<b>Owner of Stage Two assessment:</b>	
<b>Timescale for Stage Two assessment:</b>	

**Name: Avril Allenby**

**Date: 05/02/2016**