

# Equality Impact and Needs Assessment Form

## A) Description

**Name of service, function, policy (or other) being assessed**

Children's Centre Service

**Directorate or organisation responsible (and service, if it is a policy)**

Children's Wellbeing Directorate

**Date of assessment (DD/MM/YY)**

13.12.13

**Date next assessment due (3 years)**

13.12.16

**Names and/or job titles of people carrying out the assessment**

John Roughton / Michele Allam

**Accountable person (e.g. Head of Service)**

John Roughton

**Date EINA Form approved by accountable person (e.g. Head of Service)**

18.12.13

1. **What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?**

The core purpose of children's centres is to improve outcomes for young children 0 – 5 years and their families and reduce inequalities between families in greatest need and their peers in:

- Child development and school readiness;
- Parenting aspirations and parenting skills; and
- Child and family health and life chances.

2. **What information (data) have you used to assist you in your assessment**

Self assessment / Ofsted Inspection findings and performance framework

3. **List any key policies or procedures to be reviewed as part of this assessment.**

Children's Centre operating procedures / Safeguarding procedures

4. **Who is intended to benefit from the service, function or policy?**

Children's Centres are still required by a statutory duty to deliver services to all families living in their reach area however their main focus is for vulnerable children and their families

5. **Who are the stakeholders? What is their interest?**

All Children's centres are required to have in place an advisory board made up of partner agencies, parents and voluntary groups. Our partner agencies include and their interests

- Health, midwifery, health visitors, paediatricians and health trainers services for antenatal appointments, discharge appointments, breastfeeding support, developmental checks, well baby clinics and healthy lifestyles initiatives.
- Housing associations for housing advice and support, Job Centre Plus, through employment support and support for troubled families.
- Local nurseries, childminders and schools, to improve the outcomes of all children's development and to narrow the gap at the end of the Early Years Foundation Stage.
- Community Support Officers to improve the local community and their aspirations
- Voluntary providers – Home Start, food banks, training providers, local churches, provide additional support and services for our most vulnerable families.
- Third sector providers – Halo Leisure, Football Fledglings, Petit Pois,
- Parents who are in receipt of the Children's Centre services and provide valuable feedback.
- Family Learning, through Herefordshire Council to provide adult learning opportunities for parents who did not achieve at school or would like to improve their qualifications and potential for returning to work.

6. **Partnerships and Procurement**

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/delivery meets the requirements of the Equality Act 2010, i.e.

- Eliminates unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

7. **Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:**

The major issue is likely to be accessibility of services, and the reduction in provision of certain universal support services. However, the refocused service aims to improve access and support to the most vulnerable groups

**B) Relevance – Note: if not relevant, do not complete this form**

Select **all** that apply:

8. Service or function that people use.	<input type="checkbox"/>	<b>Low</b>	<i>Section C applies</i>
9. Discretion is exercised, or potential for people to experience different outcomes or level of satisfaction.	<input type="checkbox"/>	<b>Medium</b>	
10. Employment policy – where discretion is not exercised.	<input type="checkbox"/>	<b>Medium</b>	<i>Sections C &amp; E apply</i>
11. Employment policy – where discretion is exercised (e.g. recruitment or disciplinary process).	<input type="checkbox"/>	<b>High</b>	
12. Concerns at a local, regional or national level of discrimination/inequalities.	<input type="checkbox"/>	<b>High</b>	
13. Major change such as the closure, removal or transfer of a service/provision.	<input type="checkbox"/>	<b>High</b>	
14. Community and regeneration strategies, local area agreements and organisational or directorate/partnership strategies/plans.	<input type="checkbox"/>	<b>High</b>	

**Other:**

**State why it is relevant:**

**How relevant (high, medium or low?):**

Mark 'X' to confirm which strands are relevant to the review:

Age	<input type="checkbox"/>	Disability	<input type="checkbox"/>
Gender (men and women)	<input type="checkbox"/>	Race/ethnicity	<input type="checkbox"/>
Transgender	<input type="checkbox"/>	Religion/belief	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	Other (state below)	<input type="checkbox"/>

Any other (such as Human Rights, people on low incomes and specific sub-strands requiring particular focus such as Travellers and Gypsies, Deaf people):

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### C) Information

15 What information (monitoring or consultation data) have you got and what is it telling you? Required where relevance is Medium or High.

JSNA / Family Support Needs Assessment / Ofsted Inspection Report/ Children's centre Consultation
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### D) Assessment

16 Describe any NEGATIVE impacts (actual or potential):

Strand/community	Impact (how they may be affected). Include assessment of risk (likelihood and severity).
Rural Isolation for those families dependent on public transport	Reduction in universal services being delivered in rural locations and a reduction in rural public transport being provided.

17 Describe any POSITIVE impacts:

Strand/community	Impact (how they may be affected)
Improved targeting of services towards most vulnerable children / groups	Better outcomes following on from targeting and take up of services from most vulnerable
Targeted groups – where needs are identified, e.g language delay	By using the Hub & Spoke model we can respond to the need and the location of the cohort of children by moving the staff and resource to the location
Working in partnership with our partner agencies	Non duplication of services, the right families receiving the support and more cost effective

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18 Provide any information about NEUTRAL impacts that have been identified (there is neither a positive or negative impact):

Strand/community	Why there is 'no differential impact'
Parent Volunteers	By providing opportunities to parents to become volunteers they are gaining skills, confidence and qualifications in various fields which will improve their likelihood of gaining paid employment
Local Community groups, delivering services on behalf and in collaboration with the Children's Centre	Sustainability for the local community

### E) Consultation



19 Did you carry out any consultations? Required where relevance is High.

YES X NO

20 Who was consulted? Include your findings in boxes 16, 17 and 18.

A detailed consultation was conducted in 2012 with both providers and users

21 Describe other research, studies or information used to assist with the assessment and your findings in boxes 16, 17 and 18.

 Children centre survey (parent carers)  
 Children centre survey (providers)- Is

22 Do you use diversity monitoring categories? Yes X No

*(if No you should use this as an action as we are required by law to monitor diversity categories)*

**If yes, which categories?**

- Race
- Gender
- Sexual Orientation
- Religion & Belief
- Disability
- Age

**What do you do with the diversity monitoring data you gather?**

**Is this information published? And if so, where? (I.E. website, service plan)**

## F) Conclusions

	<b>Action/objective/target OR Justification</b>	<b>Resources required</b>	<b>Timescale</b>	<b>I/R/S/J</b>
a)	Deploy Hub and Spoke model to CC service provision	No additional resources	April 2014	R
b)	Improved data / analysis of local need will ensure better targeting of need	No additional resources	April 2014	R
c)				
d)				

Send your form to [diversity@herefordshire.gov.uk](mailto:diversity@herefordshire.gov.uk) for publishing on the council / PCT website.

NB: Make sure your final document is suitable for publishing in the public domain.