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Equality Impact Assessment and Consultation

Introductory Information

Reference number

1220

Budget/project proposal name

Early Years

Entered on Q Tier

Yes No

Budget/project proposal status

Project

Years

12/13 13/14 14/15 15/16 16/17 17/18 18/19 19/20 20/21 21/22

EIA date

03/02/2017

EIA lead

Bashir.Khan@sheffield.gov.uk

EIA contact

Lead corporate plan priority

Be¹er Health and Wellbeing

Portfolio, Service and Team

Cross portfolio

Yes No

Communities

Yes No

CYPF

Yes No

Service

Children and Families

Team

Early Intervention & Prevention

Place

Yes No

Resources

Yes No

PPC

Yes No

Health (including Director of Public Health)

Yes No

Brief aim(s) of the proposal and the outcome(s) you want to achieve

To redesign children's centres by developing a new delivery model based on family centres for 0 -19 year olds, (25 years old if the young person has a disability).

The family centres will be located in the 20% most deprived areas of the City within 7 locality areas and services will be available across Sheffield from link and outreach sites including community venues and in the home.

Specialist Provision

Proposal impacts on or relates to specialist provision

Yes No

Poverty (Financial Inclusion)

Proposal has an impact on poverty or financial inclusion

Yes No

Customer impact

Positive

Level

None/Low

Summary of impact

The proposed reorganisation into family centres will improve the health and well being of children and young people across the City. The main focus will be to meet the needs of the most vulnerable families and support local communities by distributing resources where they are most needed. Evidence of need and this approach will also help to maximise resource allocation and utilisation at a time of diminishing resources. Stakeholders support the need to target resources to those families most in need. Access to services will be improved through the reorganisation of children's centres into family centres so that families in poverty are able to locally access services. Improved integration of services and further development of a whole family approach and whole family plan will help to reduce inequalities in child development and improve parents' aspirations, self esteem and parenting skills thus improving life chances.

Supporting evidence

A total of 616 questionnaires were received and recorded on Citizen Space. Approximately 21% did not use a Children's Centre but within the remaining 78% all centres were represented. Responses identified accessing adult learning, training and employment support as well as support regarding home and money including impartial debt advice as being the least important.

Action plan bring drawn up

Yes No

After mitigation, there a residual medium/high impact

Yes No

Health

Proposal has significant impact on health and well-being (including effects on the wider determinants of health)

Yes No

Customer impact

Positive

Level

None/Low

Summary of impact

The service aimed at pregnancy/maternity which has been transferred to Public Health will continue to be delivered. Expectant mothers will be able to continue to access all services locally.

Supporting evidence

A total of 616 questionnaires were received and recorded on Citizen Space. Approximately 21% did not use a Children's Centre but within the remaining 78% all centres were represented.

Respondents were asked what was important to them in accessing services, the most important areas were:

- To support their own and their child's health and wellbeing
- To meet other parents/children and develop support networks
- To support knowledge and understanding of child development
- To access support and advice during pregnancy including having a baby and parenting classes

Action plan bring drawn up

Yes No

Comprehensive health impact assessment being completed

Yes No

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Health lead

Bethan Plant

Age**Staffing**

Yes No

Customers

Yes No

Impact

Positive

Level

None/Low

Details on impact

Early Years Services, Early Engagement activity, Family Support and Specialist Services will be targeted at the unborn -19 age (25 where there is disability) range and their families.

It is anticipated that this will benefit the whole family by giving them more opportunity to access high quality services in their local areas when they are needed.

Supporting evidence

A total of 616 questionnaires were received and recorded on Citizen Space. Approximately 21% did not use a Children's Centre but within the remaining 78% all centres were represented. There was a wide range of services that respondents said they utilise including midwifery, health visiting, toddler groups, training opportunities and advice services. Of those that supplied information, the majority (53%) were in the age bracket of 25 – 34 years.

Respondents were asked what was important to them in accessing services. The following areas were felt to be the most important:

- To support their own and their child's health and wellbeing
- To meet other parents/children and develop support networks
- To support knowledge and understanding of child development
- To access support and advice during pregnancy including having a baby and parenting classes

When asked their views on extending services to pre-birth to 19 (25 years if child has a disability), providing support for the whole family 74% agreed or strongly agreed with this proposal. Only 13% either disagreed or strongly disagreed.

The additional comments highlighted that existing services should not be diluted in order to offer services to the older age group and asked that these changes ensure that the importance of early years is still recognised as part of this wider work.

Action plan

Yes No

Disability

Staffing

Yes No

Customers

Yes No

Impact

Positive

Level

Medium/High

Details on impact

Services will be inclusive to families with children pre-birth to 19 years, up to 25 years with a disability.

Supporting evidence

A total of 616 questionnaires were received and recorded on Citizen Space. Approximately 21% did not use a Children's Centre but within the remaining 78% all centres were represented. Of those that supplied information, 7% reported that they had a disability and 9% that their child had a disability. 74% of respondents agreed on extending services to pre-birth to 19 (25 years if child has a disability).

Action plan

Yes No

Pregnancy/maternity

Staffing

Yes No

Customers

Yes No

Impact

Positive

Level

None/Low

Details on impact

Expectant mothers will be able to continue to access all services locally.

Supporting evidence

A total of 616 questionnaires were received and recorded on Citizen Space. Approximately 21% did not use a Children's Centre but within the remaining 78% all centres were represented.

90% of respondents were female and there was a wide range of services that respondents said they utilise including midwifery, health visiting, toddler groups, training opportunities and advice services.

Respondents were asked what was important to them in accessing services. The following areas were felt to be the most important:

- To support their own and their child's health and wellbeing
- To meet other parents/children and develop support networks
- To support knowledge and understanding of child development
- To access support and advice during pregnancy including having a baby and parenting classes

The comments received indicated that the distance they would need to travel would be the influencing factor and services local and close to home were important often because of the difficulty of using public transport. However easy access by public transport was considered by some and many that commented said they would be willing to consider travel and that they often already do. The additional comments highlighted that existing services should not be diluted in order to offer services to the older age group and asked that these changes ensure that the importance of early years is still recognised as part of this wider work.

Action plan

Yes No

Race**Staffing**

Yes No

Customers

Yes No

Impact

Positive

Level

None/Low

Details on impact

Services will be inclusive to families from Black and Minority Ethnic (BME) communities. Services will reflect the changing demographics of Sheffield and also different localities as well as respond to the higher birth rate of some BME communities.

Supporting evidence

A total of 616 questionnaires were received and recorded on Citizen Space. Approximately 21% did not use a Children's Centre but within the remaining 78% all centres were represented.

Of those that supplied information, 20% stated that they were from an ethnic background other than White British. The majority of respondents were female (90%) and the majority (53%) were in the age bracket of 25 – 34 years.

There was a wide range of services that respondents said they utilise including midwifery, health visiting, toddler groups, training opportunities and advice services.

Respondents were asked what was important to them in accessing services. The following areas were felt to be the most important:

- To support their own and their child's health and wellbeing
 - To meet other parents/children and develop support networks
 - To support knowledge and understanding of child development
 - To access support and advice during pregnancy including having a baby and parenting classes

Action plan

Yes No

Religion/belief

Staffing

Yes No

Customers

Yes No

Impact

Neutral

Level

None/Low

Details on impact

All centres are accessible for people who have a faith and those of no faith, diversity is celebrated and it is anticipated that there will be no impact on services users from this change.

Supporting evidence

Action plan

Yes No

Sex

Staffing

Yes No

Impact

Positive

Level

None/Low

Details on impact

There is no direct impact on service users accessing the range of services. Service users and the workforce are predominantly female. Following the redesign, services will continue to be accessible and available to both genders.

Customers

Yes No

Supporting evidence

A total of 616 questionnaires were received and recorded on Citizen Space. Approximately 21% did not use a Children's Centre but within the remaining 78% all centres were represented.

90% of respondents were female and there was a wide range of services that respondents said they utilise including midwifery, health visiting, toddler groups, training opportunities and advice services.

Respondents were asked what was important to them in accessing services. The following areas were felt to be the most important:

- To support their own and their child's health and wellbeing
- To meet other parents/children and develop support networks
- To support knowledge and understanding of child development
- To access support and advice during pregnancy including having a baby and parenting classes

Consultation feedback also indicated that there was interest in groups for male carers and their children. This will be explored.

Action plan

Yes No

Sexual Orientation

Staffing

Yes No

Customers

Yes No

Impact

Neutral

Level

None/Low

Details on impact

All provision is inclusive and recognises and celebrates the diversity of different family structures.

There are robust policies and processes in place to address any prejudice related incidents.

Supporting evidence

Action plan

Yes No

Transgender

Staffing

Yes No

Customers

Yes No

Impact

Neutral

Level

None/Low

Details on impact

We recognise that transgender people are among the most marginalised in society. All provision is inclusive and recognises and celebrates the diversity of different family structures.

There are robust policies and processes in place to address any prejudice related incidents.

Supporting evidence

Action plan

Yes No

Carers

Staffing

Yes No

Impact

Neutral

Level

None/Low

Details on impact

Policies and procedures in relation to the support of a staff members caring role are in place and applied.

Customers

Yes No

Impact

Neutral

Level

None/Low

Details on impact

Locality based services delivered where people live may benefit those who may find it difficult to access services at a greater distance, due to a caring role.

Supporting evidence

Action plan

Yes No

Voluntary/Community & Faith Sectors

Staffing

Yes No

Impact

Positive

Level

None/Low

Details on impact

Early Help relies on the success of integrated working. It is anticipated that all sectors will contribute to the early help offer for families in localities.

Customers

Yes No

Impact

Positive

Level

None/Low

Details on impact

Local delivery outreach will place services closer to the families that need them.

Supporting evidence**Action plan** Yes No**Cohesion****Customers** Yes No**Partners****Customers** Yes No**Impact**

Positive

Level

None/Low

Details on impact

Family centres will work with all key partners to improve outcomes for families.

Supporting evidence**Action plan** Yes No**Armed Forces****Staffing** Yes No**Customers** Yes No**Other/Additional****Staffing** Yes No**Customers** Yes No**Supporting Documentation**

DRAFT of final report of consultation Job 06.02.2017.docx

Summary of Impact**Overall summary of possible impact**

To redesign children's centres by developing a new delivery model based on family centres for 0 -19 year olds, (25 years old if the young person has a disability).

The family centres will be located in the 20% most deprived areas of the City within 7 locality areas and services will be available across Sheffield from link and outreach sites including community venues and in the home.

There were 616 responses to the Statutory Consultation which were recorded on Citizen Space. 78% of the respondents used Children's Centres and all centres were represented in the responses.

There was a wide range of services that respondents said they utilise including midwifery, health visiting, toddler groups, training opportunities and advice services. Respondents identified the following areas as the most important:

- To support their own and their child's health and wellbeing
- To meet other parents/children and develop support networks
- To support knowledge and understanding of child development
- To access support and advice during pregnancy including having a baby and parenting classes

74% of responses supported extending services to pre-birth to 19 (25 years if child has a disability) and comments highlighted that that the importance of early years is still recognised as part of the wider age range and work.

The new family centres will have a positive impact on tackling poverty; health; age (young people 0-19 or 0-25 where a young person is disabled); disability; pregnancy and maternity; different racial groups; both gender's though it is recognised that the majority of staff and service users are female; the Voluntary, Community and Faith sector and partner organisations.

Proposal has geographical impact across Sheffield

Yes No

Detail of geographical impact across Sheffield

The proposal will affect all wards.

Which local partnership area will be impacted

All Partnership Areas

Proposal has a cumulative impact

Yes No

Summary of evidence

Review

Review date

31/03/2017

Risk rating

Low

Decision Type

Type of decision

Executive Decision (Cabinet)

Lead cabinet member

Drayton Jackie (LAB-CLLR)

Staff

Staff who may be affected by these proposals are aware

Yes No

Consultation

Consultation required

Yes No

Consultation start date

01/11/2016

Consultation end date

31/01/2017

Details of consultation

The consultation has informed the proposal in the Cabinet report. Draft summary of the consultation is appended.

The consultation was statutory and was designed to seek the views of the people who may be affected most by the proposals. These included:

- Parents and carers/expectant parents and carers
- Local Communities
- Children's Centre staff and stakeholder forum members
- Statutory partners and stakeholders
- Voluntary and community sector organisations

Manager and Approval

Lead officer

Walton Dawn

EIA approved

Yes No

EIA escalated due to significant poverty impact and sign-off agreed

Yes No

Form incomplete

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