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Sheffield City Council Equality Impact Assessment and Consultation



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Reference Number (automatic)	99		
Name of Budget/Project Proposal	Implementation of the recommendations from the Review of Early Years and multi agency sup...		
Entered on Q Tier	<input checked="" type="checkbox"/> (Tick Yes)		
Q Tier Ref			
Budget/Project proposal	Budgets	Date	03/12/2012
EIA Creator	Khan Bashir (CYPD)	Service	Early Years
Portfollo (Select all that are involved)	<input checked="" type="checkbox"/> CYPF		

What are the brief aims of the Budget/Project proposal

To implement a substantial change programme for Sheffield's early years sector with key priorities to improve accessibility to services, improve outcomes at the end of the foundation stage and the reorganisation of Children's Centre areas to a more efficient model of delivery. This covers the following proposals:

- o The proposed redesign of early years services in order to improve access to high quality early learning and health services delivered flexibly and timely interventions at point of need.
- o The proposed action plan for a quality Improvement programme for all early years settings.
- o The proposed reorganisation of 36 Children's Centres to 17 Children's Centre Areas.
- o The proposal that existing contracts with providers, (due to end in March 2012) are not renewed where services are no longer required or funding is not available. At the same time specifications for procurement of new targeted services will be developed.
- o The proposed cessation of grants to 16 childcare providers in the Private Voluntary and Independent sector.
- o The proposed reduction and transfer of the maintained childcare provision

The final plans and EIA will be informed by the outcome of consultation.

Under the Public Sector Equality Duty we have to pay due regard to: "Eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relation." [More information is available on the Council website](#)

Areas of possible impact

This is before any action/mitigation or changes, if there are both negatives and positives, any positive aspect of the proposal can be part of the mitigation

If you have identified significant change, medium or high negative outcomes or for example the impact is on specialist provision relating to the groups above, or there is cumulative impact you must complete the action plan.

Age	Staffing	<input type="checkbox"/> (tick to complete)	Customers	<input checked="" type="checkbox"/> (tick to complete)
Age Impact and Level			Negative	Medium

Provide details on Age Impact

Early Years Services are targeted at the 0-5 age range and their families. The redesign aims to ensure that services are prioritised to those most in need for help and support. However it is anticipated that the redesign will benefit families by giving them more opportunity to access high quality services in their local areas when they are needed. There should be improved outcomes for children at the end of the foundation stage. Stakeholders have already indicated the need for easier and friendly access to service delivery.

Overall it is anticipated that taken together the changes will result in an overall positive impact on children aged 0-18 who need to access childcare. The approach considers the Local Authorities duty (see Childcare Act 2006) to ensure there is sufficient childcare for parents in work or training and for all eligible children aged 2,3&4 years old to access FEL.

However, the changes to grant funding may have a negative impact on families where their children (usually aged 0-4 years) are accessing childcare provision in a children centre.

Age Action Plan (tick to complete)
 Action and mitigation There will be further consultation as a result of the proposed changes to or ending of contracted services. The action plan will be developed in line with consultation and evidence of impact.

Age Action Detail The lead manager of the Review will ensure that subsequent actions as a result of the report will be monitored.
 Lead, timescale and how it will be monitored/reviewed

Disability (tick to complete) Customers (tick to complete)
 Disability Impact and Level Neutral Low
 All Early Years provision will be inclusive and promote the role of the Special Educational Needs Co-ordinator (SENCO) and the Equalities Needs Co-ordinator (ENCO) and funding and provision for children and their families will be more closely tailored to their needs. This will increase staff knowledge and skills in equality of opportunity and meeting the needs of disabled children .

Provide details on Disability Impact
 Though the increase in fees will affect families where their children (usually aged 0-4 years) are accessing childcare provision in a children centre.
 Children with a disability come under the "children in need" classification and provision for this children will continue to be a priority.

Disability Action Plan (tick to complete)
 Action and mitigation Where a setting is impacted that is providing specialist childcare we will support any family to access appropriate arrangements. Further consultation will inform the action plan around this

Disability Action detail This will be developed ongoing following consultation.
 Lead, timescale and how it will be monitored/reviewed

Pregnancy/Maternity (tick to complete) Customers (tick to complete)
 Pregnancy/Maternity Impact and Level Positive Low

Provide details on Pregnancy/Maternity impact

Each Children's Centre area will have a linked midwife, health visitor and multi agency support staff. Public health staff will be working more closely with LA staff to give wider service coverage to those families identified as being most vulnerable .

Early identification of families in need of additional support will be simplified and support to those families will be better coordinated. Stakeholders identified the need for easier access to health professionals.

The revised approach endeavours to ensure that there is equality in access to childcare for parents and their children across the city.

Pregnancy/Maternity Action Plan (tick to complete)
 Race Staffing (tick to complete)
 Race Impact and Level

Customers (tick to complete)
 Neutral Low

All Early Years provision will be inclusive and promote the role of the Equalities Needs Co-ordinator (ENCO) and funding will be distributed to meet the needs of minority groups. It is the intention to ensure that services are more inclusive and the views of stakeholders inform service delivery.

The location of the affected providers may impact on some groups more than others, some providers are in areas of higher concentration of BME communities.

The revised approach endeavours to ensure that there is equality in access to childcare for parents and their children across the city.

Provide details on Race Explanation Impact

Race Action Plan (tick to complete)
 Action and mitigation

There will be further consultation as a result of the changes to or ending of contracted services. The action plan will be developed in line with consultation and evidence of impact. It is not anticipated that there will be a negative impact in this area.

Race Action Detail This will be developed ongoing following consultation

Lead, timescale and how it will be monitored/reviewed

Religion/Belief Staffing (tick to complete)
 Religion/Belief Impact and Level

Customers (tick to complete)
 Neutral Low

Provide details on Religion/Belief Impact

It is not anticipated to have any impact on religion or belief. Provision should continue to be accessible for all including religious groups.

Religion/Belief Action Plan (tick to complete)

Sex Staffing (tick to complete)
 Sex Impact and Level

Customers (tick to complete)
 Negative Low

Provide details on Sex Explanation Impact

These service users are primarily female. There will be some negative impacts and we recognise that families will need to be supported through this period of change to early years services. Local forums and networks will be engaged and accessible to ensure that any impact will be minimised or reduced.

However the revised approach following the early years review will contribute to the key imperatives of the Council's ambitions to tackle poverty and improve the health and well being of children 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 at a time of diminishing resources. Stakeholders support the need to target resources to those families most in need.

The revised approach endeavours to ensure that there is equality in access to childcare for parents and their children across the city.

Sex Action Plan	<input checked="" type="checkbox"/> (tick to complete)	
Action and mitigation	There will be further consultation as a result of the changes to or ending of contracted services. The action plan will be developed in line with consultation and evidence of impact. The effectiveness of the revised approach will be monitored and reviewed to ensure it delivers its aims and objectives.	
Sex Action Detail	This will be developed ongoing following consultation	
	Lead, timescale and how it will be monitored/reviewed	
Sexual Orientation	Staffing <input type="checkbox"/> (tick to complete)	Customers <input checked="" type="checkbox"/> (tick to complete)
Sexual Orientation Impact and Level	Neutral	Low
Provide details on Sexual Orientation Impact	It is not anticipated to have any impact on sexual orientation. Provision should continue to be accessible for all however the need to ensure that all provision is equitable is recognised and that some parents and carers may be LGB.	
Sexual Orientation Action Plan	<input checked="" type="checkbox"/> (tick to complete)	
Action and mitigation	The action plan will be developed in line with consultation and evidence of impact. It is not anticipated that there will be a negative impact in this area. The effectiveness of the revised approach will be monitored and reviewed to ensure it delivers its aims and objectives.	
Sexual Orientation Action Detail	This will be developed ongoing following consultation.	
	Lead, timescale and how it will be monitored/reviewed	
Transgender	Staffing <input type="checkbox"/> (tick to complete)	Customers <input checked="" type="checkbox"/> (tick to complete)
Transgender Impact and Level	Neutral	Low
Provide details on Transgender impact	It is not anticipated to have any impact on gender identity. Provision should continue to be accessible for all however the need to ensure that all provision is equitable is recognised and that some parents and carers may be Trans	
Transgender Action Plan	<input type="checkbox"/> (tick to complete)	
Carers	Staffing <input type="checkbox"/> (tick to complete)	Customers <input checked="" type="checkbox"/> (tick to complete)
Carers Impact and Level	Negative	Low
Provide details on Carers impact		

		<p>In relation to childcare provision we aim to provide local services however as a result of the changes to and ending of subsidies this may impact. This will be monitored in relation to carers to ensure families can access alternative arrangements where relevant.</p> <p>However overall it is anticipated that the proposed service redesign will benefit families by giving them more opportunity to access high quality services in their local areas when they are needed</p>
<p>Carers Action Plan Action and mitigation</p>	<p><input checked="" type="checkbox"/> (tick to complete)</p> <p>Travel plans will be monitored and where necessary we will respond in line with market management strategy to ensure that the needs of families are met locally</p> <p>he effectiveness of the revised approach will be monitored and reviewed to ensure it delivers its aims and objectives.</p>	
<p>Carers Action Detail</p>	<p>This will be developed ongoing following consultation.</p>	
<p>Lead, timescale and how it will be monitored/reviewed</p>		
<p>Voluntary/Community & Faith Sector Voluntary/Community & Faith Sector Impact and Level</p>	<p>Staffing <input type="checkbox"/> (tick to complete)</p>	<p>Customers <input checked="" type="checkbox"/> (tick to complete)</p> <p>Negative Medium</p> <p>There will be opportunities for the V C & F sectors to work in partnership across all the early years' sectors and participate as a provider on the supply list for coordinated service delivery. Stakeholders have indicated that they would support this approach.</p> <p>All settings, irrespective of the sector they belong, have the opportunity to respond to changes in the market at any point. On a regular basis the LA will provide information on the state of the childcare market through sufficiency reporting mechanisms.</p> <p>In terms of grant funding changes, there will have more of an effect on the voluntary providers within Sheffield as the majority of funded providers are from the voluntary sector.</p> <p>In terms of the changes to subsidy not implementing the strategy means there is no equity between providers from other sectors who do not receive subsidy from the local authority.</p> <p>We recognise that families will need to be supported through this period of change to early years services.</p> <p>Local forums and networks will be engaged and accessible to ensure that any impact will be minimised or reduced.</p> <p>Providers will be asked to assess the impact of the proposed changes delivery or closure to childcare subsidy. Where they are providing specialised childcare we will work with this to ensure alternatives can be found.</p>
<p>Provide details on Voluntary/Community & Faith Sector Impact</p>		
<p>Voluntary/Community and Faith Sector Action Plan</p>	<p><input checked="" type="checkbox"/> (tick to complete)</p> <p>Some providers currently receiving funding will be impacted by the proposed changes. This will be evaluated during a period of consultation. The effectiveness of the proposed revised approach will be monitored and reviewed to ensure it delivers its aims and objectives.</p>	
<p>Voluntary/Community and Faith Sector Action Detail</p>	<p>This will be developed ongoing following consultation.</p>	
<p>Lead, timescale and how it will be monitored/reviewed</p>		
<p>Financial Inclusion, poverty, social justice</p>	<p>Staffing <input type="checkbox"/> (tick to complete)</p>	<p>Customers <input checked="" type="checkbox"/> (tick to complete)</p>

Financial Inclusion, poverty, social justice Impact and Level

Negative Low

The revised approach following the review will contribute to the key imperatives of the Council's ambitions to tackle poverty and improve the health and well being of children 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 at a time of diminishing resources. Stakeholders support the need to target resources to those families most in need.

Provide details on Financial Inclusion, poverty, social justice Impact

The revised approach endeavours to ensure that there is equality in access to childcare for parents and their children across the city. Where there is funding attached to childcare for Free Early Learning, then this is governed by formula funding and ensures an equitable offer taking into consideration levels of disadvantage. Hourly rates for paid for childcare are set by each individual provider.

Free provision for 2 year olds will be targeted at those children from disadvantaged families this strategy will help towards financial inclusion and reducing poverty by giving those children a better chance in life through high quality early years provision and will provide the opportunity for parents to work/train.

There will be better integration of services supported by the development of a family Common Assessment Framework (CAF) and integrated screening which will;

- Ø Reduce inequalities in child development and school readiness
- Ø Improve parents aspirations, self esteem and parenting skills
- Ø Improve child and family health life chances

The changes in grant funding could result in the potential exclusion of some service users that receive subsidised childcare and are not in employment, education or training as they are not entitled to any financial childcare grant support.

Financial Inclusion, poverty, social justice Action Plan
Action and mitigation

(tick to complete)

The effectiveness of the proposed revised approach will be monitored and reviewed to ensure it delivers its aims and objectives.

To ensure that there is equality in access to childcare for parents and their children across the city.

To meet the needs of the most vulnerable families and support local communities by distributing resources where they are most needed

Financial Inclusion, poverty, social justice Action Detail

This will be developed ongoing following consultation

Lead, timescale and how it will be monitored/reviewed

Cohesion

Staffing (tick to complete)

Customers (tick to complete)

Other/Additional

Staffing (tick to complete)

Customers (tick to complete)

Please Specify

Please Specify

Negative Low

Negative Medium

<p>Other/Additional Impact and Level</p> <p>Provide details on Other/Additional impact</p>	<p>Yes, there are some job losses anticipated and there will be an expectation that staff will work in a more flexible and innovative way. More partnerships will be formed with a range of organisations which will lead to a more diverse workforce with specific skills and experience to work with vulnerable young children and their families. There will be a supplemental EIA on staffing impacts as the proposals are developed.</p>	<p>The approach taken is structured and is seeking to ensure that every family can access childcare locally according to their needs.</p> <p>Changes will have a positive impact on parents and carers, for example the increase in provision of FEL to the most disadvantaged 2 year olds will also impact upon the lives of their parents / carers, who will be in receipt of a service for their child that will ensure suitable intervention in their child's life is available to support their development and potentially will provide the opportunity for the family to be signposted to other appropriate services. This additional FEL provision may support some parents into work or training earlier than they anticipated possible. There is a similar positive impact for parents and carers in relation to free places for 3-4 year old.</p> <p>There will be a positive impact as emergency support will be available to parents / carers via emergency childcare which will be available in situations where there is no other identified family member or friend that could look after the child / children at the time of an emergency. Targeted Intervention Childcare will provide support to vulnerable children and their families as part of a structured intervention care plan. This should help prevent the escalation of the family to more expensive services.</p> <p>It is anticipated that the changes will have a positive impact on children aged 0-5 whose parents need to access paid for childcare. This strategy considers the Local Authorities duty (see Childcare Act 2006) to ensure there is sufficient childcare to support parents in work or training.</p>
<p>Other/Additional/All groups/Workforce Action Plan Action and mitigation</p>	<p><input checked="" type="checkbox"/> (tick to complete)</p> <p>The effectiveness of the revised approach will be monitored and reviewed to ensure it delivers its aims and objectives.</p> <p>The action plan will be developed following consultation.</p>	
<p>Other/Additional/All groups/Workforce Action Detail</p>	<p>By lead manager, a review to be conducted for the end of the first year following implementation.</p> <p>Lead, timescale and how it will be monitored/reviewed</p>	
<p>Attach any supporting documents here</p>		
<p>Overall Summary of Possible Impact</p>		<p>Does this proposal have a geographical impact across Sheffield? <input checked="" type="checkbox"/></p>

The commitment to fairness, inclusion and social justice is at the heart of the Council's values. We believe that everyone must get a fair and equal chance to succeed and this starts in early years. We recognise however that some people and communities may need extra help to reach their full potential, particularly when they face multiple layers of disadvantage. In line with this commitment there has been comprehensive consideration given to the equality of opportunity implications including those on poverty in the implementation of the recommendations from the Review of Early Years and multi agency support (0-5) and each proposed activity has been subject to an EIA.

The aggregate EIA highlights the potential implications of the change programme. However the focus of the proposed changes will be on meeting the needs of the most vulnerable children and families and so aim to reduce persistent inequalities that continue to exist within a changed funding system.

The funding available for early years services has reduced over the past two years and Sheffield City Council is expecting a further £6.8 million reduction to the Early Intervention Grant in 2013/14. Free Early Learning Funding will be transferred to the Dedicated Schools Grant (DSG).

(to be used on EMT, Cabinet reports etc.)

Review Date	
Does the proposal/decision impact on or relate to Specialist provision?	<input checked="" type="checkbox"/> (Tick Yes)
Risk Rating	High
Is consultation required for this Budget/Project proposal?	<input checked="" type="checkbox"/> (Tick to complete)
What type of decision is this?	Executive Decision (Cabinet)
Are Staff affected aware of this proposal?	<input checked="" type="checkbox"/> (Tick Yes)
Consultation Start Date	10/12/2012 End date 25/01/2013
Consultation complete	<input type="checkbox"/> (Tick Yes)
Details of consultation	
Please includes details of who, where and what	
EIA Contact	Bashir.Kahn@sheffield.gov.uk
Lead Manager	Ward Julie (CYPD)
Portfolio Lead	Bashir.Khan@sheffield.gov.uk
EIA Completed	<input checked="" type="checkbox"/> This box should only be checked by the Portfolio Lead once the EIA has been fully completed and quality assured
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