

INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE

Department	Children’s Services, Policy and Development Division, Play and Extended Services
Service	Alton Morning Group
People involved	Head of Service and Service Managers, Centre Staff, Service Users (children and young people)

1. What are the aims of the service and what changes are being proposed?	
<p>The Alton Morning group offers a Parent/Carer and Child drop in service that aims to engage families with children aged 0-5 to provide integrated early childhood services. The aim is to improve outcomes by age 5 and to close the attainment gap between disadvantaged young children and the rest of the child population. In order to achieve necessary budget reductions within the One O’clock Centre service it is proposed to cease direct delivery of the service of the existing Wandsworth Council delivered service at Alton Morning Group, Ellisfield Drive, SW15 4DR</p>	
2. What is the rationale behind these changes?	
<p>The Council faces a reduction in budget of 55 million by 2014. Each Department has scrutinised its services to ascertain if they can be delivered in different more cost effective ways and if they are still required.</p> <p>The Alton Morning Group is one of twelve One O’clock Centres across the Borough and is one of two provided on the Alton housing estate in Roehampton, SW15. It is the only One O’clock Centre currently open in the morning.</p> <p>During the period 1st May – 31st July 2011 the Alton Morning Group provided a service to 168 children and 138 parents/carers with a total of 1351 visits.</p> <p>Users of the service will continue to have access to equivalent services at the Alton One O’clock Centre, SW15 4LY, 0.5 miles away located on the same estate and available every weekday afternoon; and Children’s Centres ‘Stay and Play’ Services at the toy library at 166 Roehampton Lane SW15 4EU daily during term time.</p>	
3. What information do you have on the service and the potential impact of your service change in relation to the following?	
	<p>List information you have. Do not put what the information shows you Information includes number of people using the service, customer satisfaction, feedback on service, results of consultation</p>
Race	Service user snapshot 1 st May – 31 st July 2011 based on 306 respondents. <u>Children</u> Asian: Pakistani 3% 29 4%

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	Asian: Other	3%	48	6%
	Black: African	14%	78	10%
	Black: Caribbean	1%	2	0%
	Chinese	2%	73	9%
	Mixed: White and Asian	2%	7	1%
	Mixed: White and Black African	6%	22	3%
	Mixed: White and Black Caribbean	6%	45	6%
	Mixed: Other	2%	12	2%
	White: British	23%	168	22%
	White: Other	11%	141	18%
	Other	5%	33	4%
	Unknown	21%		
	<u>Parents/carers</u>			
	Asian: Indian	1%	6	1%
	Asian: Pakistani	1%	1	0%
	Asian: Other	4%	27	5%
	Black: African	13%	45	8%
	Black: Caribbean	2%	4	1%
	Black: Other	1%	1	0%
	Chinese	3%	42	7%
	Mixed: White and Asian	1%	1	0%
	Mixed: White and Black African	3%	22	4%
	Mixed: White and Black Caribbean	3%	16	3%
	Mixed: Other	1%	3	1%
	White: British	30%	176	31%
	White: Other	18%	134	23%
	Other	6%	23	4%
	Unknown	14%		
Gender	Service user monthly snapshot			
	<u>Children</u>		Number	%
	Female	37%	259	33%
	Male	52%	459	59%
	Unknown	11%		
	<u>Parents/carers</u>			
	Female	91%	540	94%
	Male	9%		
Disability	Service user monthly snapshot 1% of service users both children and adults/carers seen by Contact a family service.			
Age	Service user monthly snapshot <u>Children</u>			

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Ages 0 - 1	1%	5	1%
Ages 1 - 2	18%	153	20%
Ages 2 - 3	23%	166	21%
Ages 3 - 4	32%	301	39%
Ages 4 - 5	14%	119	15%
Ages 5 - 6	7%	23	3%
<u>Parents/carers</u>			
Teenagers	1%	2	0%
Known to be over 20	59%	357	62%
Unknown/not collected	40%		

Faith	Not currently collected
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Sexual Orientation	Not currently Collected
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4. Thinking about each group below please list the impact that the service change will have

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	<p>Approximately 20% of those using the service already use the afternoon Alton one o'clock service at Fontley Way, SW15</p> <p>The majority of users access the toy library at 166 Roehampton Lane, SW15</p>	<p>35% of children and 38% of parents/carers are from BAME which is higher than the Borough average of 22.05% and the ward average of 20.67%</p> <p>Any impact on this group will be mitigated as alternative, equivalent provision will continue to be available at Alton One O'clock Centre and 166 Roehampton Lane</p>
Gender	<p>Approximately 20% of those using the service already use the afternoon Alton One O'clock service at Fontley Way, SW15.</p> <p>The majority have accessed the toy library at 166 Roehampton Lane, SW15.</p> <p>The data shows that usage by male (52%) and female (37%) appears to differ slightly from Borough wide averages for males (52%) and females (48%) 0-5 years and Roehampton ward averages males (51%) and females (49%). However 11% of users had not declared their child's gender on registration</p>	<p>Whilst service provides disproportionately for female parents/carers (91%) This is typical of other One O'clock Centres</p>

Proposed Service Changes, Policy and Development Department

Disability	Very low prevalence of service users with disability/special needs	The service currently has a designated sensory room facility not available at other settings
Age	The service provides for children aged 0-5 years old with the majority of children engaged are aged 1-4 years. Only 1% of parent/carer users are teenagers	
Faith		No information provided
Sexual orientation		No information provided

5. Is a full EIA required? No.

Comments - Please give the rationale here for not undertaking a full EIA

Alternative and equivalent provision is readily available in the immediate area and is already used by many of the current users of the provision

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

Through consultation with service users there is the potential to offer some morning 'stay and play' sessions at the alternative One O'clock Centre at Fontley Way to ensure services are still available in the morning. This could be achieved by taking a more flexible approach to opening than is currently in place. The One O'clock Centre at Fontley Way is adjacent to a new nursery which offers daycare services. It is envisaged that this will create a community hub of services to specifically benefit parents/carers with children aged 0-5 years at Fontley Way

The service currently provides a designated sensory room for children with special needs however the services provided at Alton One O'clock Centre, Fontley Way and 166 Roehampton Lane both offer sensory play equipment and opportunities

Marketing of alternative equivalent provision will ensure that those users of the Centre are well aware of the other provision in the area

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children's Services

Clare Clare O'Connor, Policy Co-ordinator - Equality, Policy co-ordinator - equality

INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE

Department	Children’s Services Play and Extended Services
Service	Heathbrook Park One O’clock Centre/Children’s Centres
People involved	Head of Service and Service Managers, Centre Staff, Service Users (children and young people)

<p>1. What are the aims of the service and what changes are being proposed?</p> <p>The service aims to engage families with children aged 0-5 and during pregnancy to provide integrated early childhood services. The aim is to improve outcomes by age 5 and to close the attainment gap between disadvantaged young children and the rest of the child population.</p> <p>In order to achieve necessary budget reductions within the One O’clock Centre service it is proposed to cease delivery of the existing Wandsworth Council delivered service at Heathbrook Park One O’clock Centre, St Rule Street SW8 3EH from April 2012. This will also have the effect of reducing by one the number of Children’s Centres. Currently it offers “Stay and Play” sessions and the service of signposting to other centres and services.</p> <p>Existing service users will continue to have access equivalent services at both the Yvonne Carr Children’s Centres SW8 4EB and Lambeth’s Heathbrook Children’s Centres also located in St Rule Street, SW8 3EH.</p>
<p>2. What is the rationale behind these changes?</p> <p>In 2010 the Council set about a number of measures to enable a reduction in spending of £55 million by 2014. Each Department has scrutinised the way its services are organised and has identified ways in which they could be delivered differently</p> <p>The Heathbrook Park One O’clock Centre and Children’s Centres is one of twelve staffed One O’clock centres operating in Wandsworth. Service user volume has been examined to identify to identify impact of any service changes. Over the summer period, May 1st – July 31st Heathbrook Park engaged a total of 76 children and 56 parents/carers. The majority of these users, 61% children and 63% parents/carers are resident in the borough of Lambeth</p> <p>Lambeth Council’s Children’s Centres Service maintains a service in the same road.</p> <p>A full range of Children’s Centres services is also available from Wandsworth Council’s Yvonne Carr Centre. This facility is 0.6 miles distant from Heathbrook Park</p> <p>It is felt that the existing service has low service usage and is not achieving value for money. A more efficient service could be provided through signposting existing service users to the adjacent alternative services. This would enable the Heathbrook Park One O’clock Children’s Centres to close with minimal</p>

Proposed Service Changes, Policy and Development Department

<p>impact with existing service users still being able to access similar, local provision. Lambeth has indicated that its usage is such that potentially it might wish to use the Heathbrook Park premises to extend its delivery, thus ensuring some continuity of service to local residents</p>											
<p>3. What information do you have on the service and the potential impact of your service change in relation to the following?</p>											
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Race	<p>Service user snapshot 1st May-31st July 2011. Total of 76 children and 56 parents/carers visiting 789 times.</p> <p><u>Children</u> BAME population 37%</p> <p><u>Parents/Carers</u> BAME population 28%</p>										
Gender	<p>Service user snapshot 1st May-31st July 2011</p> <p><u>Children</u></p> <table border="0"> <tr> <td>Female</td> <td>47%</td> </tr> <tr> <td>Male</td> <td>29%</td> </tr> <tr> <td>Unknown</td> <td>24%</td> </tr> </table> <p><u>Parents/carers</u></p> <table border="0"> <tr> <td>Female</td> <td>94%</td> </tr> <tr> <td>Male</td> <td>6%</td> </tr> </table>	Female	47%	Male	29%	Unknown	24%	Female	94%	Male	6%
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Disability	<p>Service user snapshot 1st May-31st July 2011 None recorded. Discussion with Contact a Family suggest a very low prevalence of service users with a disability/special need</p>										
Age	<p>The service provides for children aged 0-5 years and their parents/carers</p>										
Faith	<p>Not currently collected</p>										
Sexual Orientation	<p>Not currently collected</p>										
<p>4. Thinking about each group below please list the impact that the service change will have</p>											
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Proposed Service Changes, Policy and Development Department

<p>Race</p>	<p>37% of children and 28% parents/carers are from the BAME community. This is higher than the borough average of 22.05% and higher than the Queenstown ward average of 20.67%</p> <p>The Yvonne Carr Children’s Centres is 0.6 miles away and demonstrates 54% BAME engagement which is considerably higher than BAME engagement at Heathbrook Park</p> <p>It should be noted that Heathbrook Park currently engages 61-63% Lambeth residents</p> <p>It is expected that service users will continue to access services at Lambeth Children Centre located on the same street and/or the Yvonne Carr Children’s Centres Both provide a comprehensive programme activities. Currently the Yvonne Carr Centre only engages 18% of Lambeth residents due to it’s location deeper within the Queenstown ward</p> <p>Current Heathbrook Park service users will have the opportunity to contribute to the future development of the Yvonne Carr Children Centre to ensure it meet their needs through involvement in the Centre’s advisory group meetings</p>	<p>The residents of the Shaftesbury Ward would have no Wandsworth Children’s Centres directly associated with their ward.</p> <p>To mitigate this those residents would be informed of the services available at Brocklebank, Chesterton and Yvonne Carr Children’s Centres and of the Lambeth Heathbrook Centre</p>
<p>Gender</p>	<p>The available data suggests that child usage of Heathbrook Park is in line with both borough (52%) and females (48%) 0-5 years and ward (Queenstown) averages males (50%) and females (50%) for children aged 0-5 years.</p>	<p>The service provides disproportionately for female parents/carers (94%). This is typical when comparing this to other early years services; e.g. Yvonne Carr also 94% for female parent/carers</p> <p>This may be as a result of societal roles, service opening times etc.</p>
<p>Disability</p>	<p>There is a very low prevalence of service users with a disability/special need. However comparisons with the Yvonne Carr service user data show 5% of users</p>	<p>Parents/carers may not be accessing the Contact a Family service or declaring the child’s/or their disability on the service registration information. To mitigate this</p>

Proposed Service Changes, Policy and Development Department

	having a disability/special need. It is probable that service users with additional support needs will better access find the Yvonne Carr Children's Centres easier to access or take up services provided directly in their own homes	services supporting families where children have a disability will signpost to other local Children's Centres
Age	The service provides for children within the range of 0-5 years old, the majority of which are aged 2-5 years Only 2% of parent/carer users are teenagers	
Faith	No information provided	
Sexual orientation	No information provided	
<p>5. Is a full EIA required? No – but as Children's Centres Services are statutory provision, some consultation with users of the Centre will be required prior to closure being implemented</p>		
<p>Comments - Please give the rationale here for not undertaking a full EIA</p>		
<p>It is not likely that protected groups will be significantly adversely affected by the change being proposed as similar, local services are available and it is anticipated that the majority of existing service users will access services at the Lambeth Children's Centres and/or Wandsworth's Yvonne Carr Children's Centres</p> <p>Residents from the Shaftesbury ward would also be advised of services available in other local Children's Centres via the Family Information Service (FIS), Health Visitors and home-visiting services</p> <p>Services offered at the Yvonne Carr Children's Centres are available during the whole day whilst the current Heathbrook Park facility is available weekday afternoons only. The range of available activities at both the Lambeth and Yvonne Carr Centres is wider than that at Heathbrook Park</p> <p>However consultation with users has taken place as the changes will reduce Wandsworth's total of designated Children's Centres from 19 to 18</p>		
<p>6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)</p>		
<p>Early signposting of existing service users to both the Lambeth and Yvonne Carr Children's Centres and the Lambeth Children's Centres will mean that users are well informed as to alternative provision. Officers from Lambeth Council have also indicated that Lambeth might have an interest in making use of the Heathbrook Park building for aspects of their service delivery</p>		

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Services offered at the Yvonne Carr Children's Centres are available full time (Heathbrook Park currently operates on weekday afternoons only) and the range of available activities is much enhanced. It will provide service users with a better range of opportunities with more comprehensive service opening making it worth the 0.6 miles walking distance

Potential service users from Shaftesbury Ward would be signposted to other Battersea Children's Centres. Where it is identified that children have additional needs, services would be provided from the preferred Children's Centres

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children's Services

Clare Clare O'Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration

**INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE.
CHILDREN’S CENTRES WITH ENHANCED SERVICES SERVING DISADVANTAGED
AREAS**

Department	Children and Young People’s Services Department
Service	Early Years Service Children’s Centres serving mainly the 30% most deprived areas but not based in maintained nursery schools – namely Yvonne Carr West Hill Chesterton Granard Southmead Franciscan Smallwood Hillbrook York Gardens Faylands
People involved	Rob Nicholson, Phil O’Neil, Clare Clare O’Connor, Policy Co-ordinator - Equality
1. What are the aims of the service and what changes are being proposed?	
<p>The service aims to engage families with children aged 0-5 and during pregnancy and provide integrated early childhood services with the aim of improving outcomes by age 5 and of closing the attainment gap between disadvantaged young children and the rest.</p> <p>In the past, Children’s Centres were funded on a case by case basis as they opened and developed. It is proposed to alter the funding mechanism for these 10 Centres by developing and applying a formula for the devolved budgets that takes into account fixed costs and the size and relative disadvantage of each Centre’s ‘reach’ area¹. This will mean Centres serving larger numbers of children from disadvantaged backgrounds would receive a greater proportion of funding to those serving smaller or less disadvantaged populations.</p> <p>This will enable a budget reduction of £156,000 on the running costs of these Centres. This does not include a range of targeted and preventative services that operate in Children’s Centres.</p>	
2. What is the rationale behind these changes?	

¹ Reach area is the number of families with children aged 0-5 in the area that the centre is commissioned to serve.

Proposed Service Changes, Policy and Development Department

<p>To address current inequalities in funding levels between the Centres whereby some Centres have a surplus that must be adjusted mid-year and others have none.</p> <p>To ensure each Centre can take more responsibility and have more flexibility in responding to the needs of disadvantaged and low-attaining groups in its reach area by linking funding more to the levels of disadvantage and numbers of families in its reach area and to the levels of use of Centres - the actual reach².</p> <p>This change enables a budget reduction each year of £156,000 from April 2012. Services available in the Centres will be more tailored to local needs and will involve the role of local users in shaping services.</p>	
<p>3. What information do you have on the service and the potential impact of your service change in relation to the following?</p>	
	<p>List information you have. Do not put what the information shows you Information includes number of people using the service, customer satisfaction, feedback on service, results of consultation</p>
	<p>Overall in 2010-11, 3,783 children and 3,424 parents used the service by attending at least one event or activity at a Children’s Centres. In the most recent customer survey, 97% of service users were happy or very happy with the service provided. Use of Centres is monitored using a database and registration form. Following consultation the registration form was simplified to collect the post pertinent data of families accessing services.</p>
Race	<p>Overall for all the Children’s Centres included in this report Children . using the service in 2010-11: - 10% were of Asian origin 15% were black 2% were Chinese 12% were of mixed background 44% were white 3% were from another group 13% had not provided information This equates to 39% Of the 3,783 children are from BAME groups. this is slightly above the Borough average of 32% according to the GLA projections for 0-4 year olds</p> <p>Parents Of the 3,424 parents using the service in 2010-11 12% were of Asian origin 15% were black 2% were Chinese 5% were of mixed background 53% were white</p>

² Actual reach is the number of individual children and parents using services provided by a Children’s Centres and counted on a Council database.

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	<p>4% were from another group 8% had not provided information This equates to 34% of the 3,424 coming from BAME groups. this is significantly above the Borough average of 22% according to the GLA projections. In the most recent survey, 63% of users said that English was not their first language.</p> <p>Reach and volume of individual Centres by Black, Asian and Minority Ethnic Groups</p> <p>Classifying just the Asian, Black and Chinese service users as Black, Asian or Minority Ethnic (BAME) (percentages are from the overall population using these services): -</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Reach statistics</th> <th colspan="2">Volume statistics³</th> <th rowspan="2">Ward⁴</th> </tr> <tr> <th>Number</th> <th>%⁵</th> <th>Number</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Children</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>BAME @ Chesterton</td> <td>98</td> <td>3%</td> <td>560</td> <td>3%</td> <td>36%</td> </tr> <tr> <td>BAME @ Franciscan</td> <td>141</td> <td>4%</td> <td>1,317</td> <td>6%</td> <td>37.5%</td> </tr> <tr> <td>BAME @ Granard</td> <td>40</td> <td>1%</td> <td>25</td> <td>11%</td> <td>13.5%</td> </tr> <tr> <td>BAME @ Hillbrook</td> <td>89</td> <td>3%</td> <td>60</td> <td>3%</td> <td>19.7%</td> </tr> <tr> <td>BAME @ Smallwood</td> <td>66</td> <td>2%</td> <td>308</td> <td>1%</td> <td>39.7%</td> </tr> <tr> <td>BAME @ Southmead</td> <td>107</td> <td>3%</td> <td>1,023</td> <td>5%</td> <td>21.4%</td> </tr> <tr> <td>BAME @ West Hill</td> <td>146</td> <td>5%</td> <td>1,976</td> <td>9%</td> <td>18%</td> </tr> <tr> <td>BAME @ Yvonne Carr</td> <td>152</td> <td>5%</td> <td>1,944</td> <td>9%</td> <td>29.2%</td> </tr> <tr> <td>BAME @ Fayland</td> <td>153</td> <td>4%</td> <td>529</td> <td>2%</td> <td></td> </tr> <tr> <td>BAME @ York Gardens</td> <td>488</td> <td>12%</td> <td>4658</td> <td>16%</td> <td></td> </tr> <tr> <td>Parents/carers</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>BAME @ Chesterton</td> <td>125</td> <td>4%</td> <td>989</td> <td>5%</td> <td></td> </tr> <tr> <td>BAME @ Franciscan</td> <td>144</td> <td>5%</td> <td>1,202</td> <td>6%</td> <td></td> </tr> <tr> <td>BAME @ Granard</td> <td>46</td> <td>2%</td> <td>410</td> <td>2%</td> <td></td> </tr> <tr> <td>BAME @ Hillbrook</td> <td>114</td> <td>4%</td> <td>834</td> <td>4%</td> <td></td> </tr> <tr> <td>BAME @ Smallwood</td> <td>48</td> <td>2%</td> <td>194</td> <td>1%</td> <td></td> </tr> <tr> <td>BAME @ Southmead</td> <td>94</td> <td>3%</td> <td>934</td> <td>5%</td> <td></td> </tr> <tr> <td>BAME @ West Hill</td> <td>127</td> <td>4%</td> <td>2,832</td> <td>14%</td> <td></td> </tr> <tr> <td>BAME @ Yvonne Carr</td> <td>138</td> <td>5%</td> <td>1,948</td> <td>10%</td> <td></td> </tr> <tr> <td>BAME @ Fayland</td> <td>128</td> <td>4%</td> <td>496</td> <td>2%</td> <td></td> </tr> <tr> <td>BAME @ York Gardens</td> <td>425</td> <td>12%</td> <td>2540</td> <td>10%</td> <td></td> </tr> </tbody> </table>		Reach statistics		Volume statistics ³		Ward ⁴	Number	% ⁵	Number	%	Children						BAME @ Chesterton	98	3%	560	3%	36%	BAME @ Franciscan	141	4%	1,317	6%	37.5%	BAME @ Granard	40	1%	25	11%	13.5%	BAME @ Hillbrook	89	3%	60	3%	19.7%	BAME @ Smallwood	66	2%	308	1%	39.7%	BAME @ Southmead	107	3%	1,023	5%	21.4%	BAME @ West Hill	146	5%	1,976	9%	18%	BAME @ Yvonne Carr	152	5%	1,944	9%	29.2%	BAME @ Fayland	153	4%	529	2%		BAME @ York Gardens	488	12%	4658	16%		Parents/carers						BAME @ Chesterton	125	4%	989	5%		BAME @ Franciscan	144	5%	1,202	6%		BAME @ Granard	46	2%	410	2%		BAME @ Hillbrook	114	4%	834	4%		BAME @ Smallwood	48	2%	194	1%		BAME @ Southmead	94	3%	934	5%		BAME @ West Hill	127	4%	2,832	14%		BAME @ Yvonne Carr	138	5%	1,948	10%		BAME @ Fayland	128	4%	496	2%		BAME @ York Gardens	425	12%	2540	10%	
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BAME @ Smallwood	48	2%	194	1%																																																																																																																																											
BAME @ Southmead	94	3%	934	5%																																																																																																																																											
BAME @ West Hill	127	4%	2,832	14%																																																																																																																																											
BAME @ Yvonne Carr	138	5%	1,948	10%																																																																																																																																											
BAME @ Fayland	128	4%	496	2%																																																																																																																																											
BAME @ York Gardens	425	12%	2540	10%																																																																																																																																											
Gender	<p>Children Of the 3783 children accessing services 48 % were girls 51 % were boys</p>																																																																																																																																														

³ Volume is the number of contacts made / events attended

⁴ Indicates the percentage of non-white residents in the ward mainly served by the Children’s Centres

⁵ Reach percentages show the service users who are BAME as a percentage of the total children or total parents using all the Children’s Centres in the report.

Proposed Service Changes, Policy and Development Department

	<p>36 children have not had gender registered with the Centre they use</p> <p>Parents Of the 3424 parents or carers accessing services 90 % were female 10 % were male Chesterton, York Gardens and Hillbrook Centres have a higher level of use by fathers.</p>
Disability	<p>33 children out of 3783 accessed specific service for children with disabilities and are therefore likely to be considered disabled. 40 parents of 3424 accessed specific services for children with disabilities and are therefore likely to be caring for a disabled child or have a disability themselves. Somerset, Chesterton and York Gardens have a higher level of use by disabled children.</p>
Age	<p>3672 out of 3783 children were aged 0-5 17% of these were aged 0-1 50% of children were aged 1-3 42 parents out of 3424 were teenage parents</p>
Faith	Specific information on faith of users is not routinely collected
Sexual Orientation	Specific information on sexual orientation of users is not routinely collected

4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	<p>Analysis of outcomes at age 5 shows that in general children with English as an additional language and children from BAME groups tend to have poorer outcomes. The service will continue to prioritise the delivery of services to these groups.</p> <p>Those Centres with a higher proportion of ethnic minority groups are likely to receive a higher proportion of the devolved funding. This means there will be more scope to commission activities specifically geared around the needs of ethnic minority groups. Local population, reach and volume figures suggest the</p>	<p>No negative impact predicted –Although the Centres who may benefit have the highest BAME usage levels and other Centres such as Hillbrook have a relatively high level of use by families with English as an additional language. These Centres may see a reduction in funding although the impact of this maybe mitigated by giving Centres more flexibility over these budgets and hence their programmes.</p> <p>Centres where funding reduces as a result of the changes will still serve and cater for families from BAME groups and where English is not the first language- albeit not in such high numbers.</p> <p>The greater flexibility in funding and the continuing requirement for Centres to monitor usage and provide outreach to groups at risk of poor outcomes will mitigate this and ensure BAME groups remain a proportionate priority.</p>

Proposed Service Changes, Policy and Development Department

	<p>following Centres would receive a higher proportion of funding: -</p> <ul style="list-style-type: none"> • Franciscan • West Hill • Southmead • Yvonne Carr • York Gardens <p>As these are the Centres with the highest usage by BAME groups. It is likely that overall there will be a greater impact on improving outcomes where Centres are able to focus on supporting more families from BAME groups and more families where English is not the first language.</p>	
Gender	<p>Analysis of outcomes at age 5 shows that boys are slightly more likely to have poor outcomes at age 5 than girls</p> <p>It is not anticipated that there will be an impact on groups according to gender because each Centre is still required to ensure that it engages with Fathers and provides facilities that will promote child development in both boys and girls.</p> <p>Chesterton, York Gardens and Hillbrook Children’s Centres have a higher level of use by fathers and it is not anticipated that these Centres will have significant reductions in funding.</p>	<p>It is not anticipated that there will be an impact on groups according to gender – as above Centres where funding reduces may experience pressure in maintaining specific activities to engage fathers- for example Saturday morning groups.</p> <p>This can be mitigated by ensuring Centres serving a geographical area liaise and plan Saturday and evening events and are flexible in welcoming fathers from the reach areas of other Centres.</p>
Disability	<p>West Hill will have services developed (as an ‘enhanced Children’s Centre) specifically</p>	<p>No negative impact predicted- Centres where funding reduces may feel inclined to reduce activities specifically geared</p>

Proposed Service Changes, Policy and Development Department

	<p>to ensure children with disabilities have better access to Children’s Centres services. This is from funding redirected from elsewhere in the Early Years Service</p> <p>A specialist support service will continue to be commissioned to operate through the Children’s Centres and this will not be affected by the changes</p>	<p>around the needs of children with disabilities. The specialist support service will mitigate this and ensure support is provided regardless of the reach area that child may reside in.</p> <p>Children’s Centres in Battersea (Chesterton, York Gardens and Somerset) have a higher current level of use by Disabled children. This should complement the planned expansion of disability services in the Tooting and Roehampton and Putney areas.</p>
Age	<p>Young Children National research evidence suggests that the earlier families access Children’s Centres the greater the impact. Therefore it will be important to ensure that Centres continue to prioritise involving children aged 0-1 and their families. Currently overall 17% of children using the services are 0-1.</p> <p>Young parents the Centres provide a service for young people the service they receive may change as a result of the proposals. However the impact of this should be mitigated by the funding formula which will see some Centres receiving more funding and those receiving less will have the flexibility to do things differently and have services tailored to the local area</p>	<p>It is not anticipated that there will be an impact on groups according to age Given an overall reduction in funding there will be an overall reduction in resources or services provided.</p> <p>Young Children Across the Borough and by Centre the age of children accessing services will be monitored in order to mitigate a reduction in use by very young children and babies. The Healthy Child Programme will require mainstream health services to integrate their services for very young children into Children’s Centres</p> <p>Young Parents Engagement with young parents is crucial but for each CC to focus on this would result in no-one Centre having a viable group size. Instead the formula will take into account where Centres are specifically commissioned to support young parents and funding provided accordingly. These Centres are: - West Hill Smallwood Yvonne Carr Eastwood (not covered by this EIA)</p>
Faith	It is not anticipated that there will be an impact on groups according to Faith	It is not anticipated that there will be an impact on groups according to Faith
Sexual orientation	It is not anticipated that there will be an impact on groups according to sexual orientation	It is not anticipated that there will be an impact on groups according to sexual orientation
5. Is a full EIA required? No.		

Proposed Service Changes, Policy and Development Department

The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clear Clare O'Connor, Policy Co-ordinator - Equality on ext 7816.

- Is the service a frontline service? **Yes** and the service is well monitored through use of a registration form and a database to which all Centres have access.
- Is it clear what impact the service change will have on all the equality groups? **Yes**- in so much as that the effect of sexual orientation on the part of parents and faith of parent or child is not a factor affecting the take up or provision of services.
- Overall will the change have a negative impact on any of the equality groups? Adverse impact can be mitigated.

Comments - Please give the rationale here for not undertaking a full EIA

Reach and use of Centre services are broadly in line with the characteristics of the areas that are served in terms of race. The re-distribution of funding and the £140,000 overall reduction in funding should not compromise each Centre's ability to engage with the local community and the proportionate use by BAME Groups.

Low use of services by fathers is a well-known characteristic of Centres nationally. There is no reason to assume the changes will disproportionately affect fathers more than mothers. Each Centre is already required to undertake work and develop services in order to encourage greater use of services by fathers and this will be continued

Centres have Advisory Boards and Outreach workers that help to ensure all protected groups in a reach area can be encouraged to use the Centre and to participate in use of services.

The Council has a very robust performance management scheme for Children's Centres and there is a national Ofsted inspection framework. The demands of both will ensure that Centres remain focused on improving outcomes for groups of children that tend to be at higher risk of poor outcomes at age 5.

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

Should changes result in any restriction to opening hours, Centres should be required to ensure that opening times planned to appeal to fathers are not disproportionately affected as that could reduce the use of services by male parents. Each Centre must encourage use of services by fathers.

Monitoring of service use by reach (each individual) and volume (number of contacts) must continue to be monitored to ensure that equality groups are not adversely affected and reducing use of services. Any negative changes in the current profile will be raised with Centres and action plans to address issues raised

As already planned, the developments of Garratt Park (incorporating Earlsfield) and West Hill Children's Centres to provide enhanced services for children with disabilities will help to improve services for this equality group.

Proposed Service Changes, Policy and Development Department

The take up of services by teenage parents should continue to be monitored across all Children's Centres. This is a small group overall and young parents may be better served by accessing specialist support provided by a small number of Centres in order to form a viable group size. Use of Centres and services will be monitored continually as it is now to ensure that equality groups continue to access and benefit from services.

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children's Services

Clare Clare O'Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration

INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGES TO FUNDING AND SERVICES AT MAINTAINED NURSERY SCHOOL-BASED CHILDREN’S CENTRES

Department	Children and Young People’s Services Department
Service	Early Years Service Children’s Centres based within maintained nursery schools – namely Balham Nursery School and Children’s Centres Somerset Nursery School and Children’s Centres Eastwood Nursery School, Centre for Children and Families
People involved	Rob Nicholson, Phil O’Neil, Clare Clare O’Connor, Policy Co-ordinator - Equality, Sarah Forester

1. What are the aims of the service and what changes are being proposed?

The service aims to engage families with children aged 0-5 and during pregnancy and provide integrated early childhood services with the aim of improving outcomes by age 5 and of closing the attainment gap between disadvantaged young children and the rest. In addition to their Dedicated Schools Grant Budget, funding for places for special needs and their funding for vulnerable two year olds, the three nursery schools receive a further £250,000 a year to provide additional Children's Centres Services.

These various sources of funding together enable some economies of scale and flexibilities. It is proposed to achieve a budget reduction of £167,000 on the running costs of these three Centres. The Dedicated Schools Grant Formula Budget share, the allocation for providing 10 FTE vulnerable 2 year old places, and the allocation to Eastwood School to provide 10 FTE places for nursery aged children with ASD would be retained. A range of targeted and preventative services would also continue to operate in the Centres.

Not included in this EIA is a separate proposal to change the configuration of crèche services. Eastwood NS&CFCFs also provides a crèche service for a locality. As well as being affected by the reduction in the Children's Centres budget Eastwood will be affected by the reduction in the crèche budget. This is covered by a separate EIA.

It is proposed to alter the funding mechanism to these three Centres devolved budgets through taking into account fixed costs and the size and relative disadvantage of the each Centre's 'reach' area⁶ and to therefore achieve the budget reductions through a proportionate approach

It is also proposed to remove any remaining ring-fencing within the grant allocation in order to allow each Centre to determine the most cost-effective and high-impact way of delivering its services to meet community needs and demands and to ensure 10FTE 'Vulnerable 2' places are preserved even if the approaches and methods used are adapted

2. What is the rationale behind these changes?

As a maintained nursery school, each Centre benefits from Dedicated Schools Grant funding by way of the Formula Allocation that provides for the organisational infrastructure of a school- this would be unaffected. As nursery schools these 'school' services and infrastructure are entirely focused on improving outcomes for children aged 3-5. An overall budget reduction each year of £167,000 from April 2012 will affect the additional services provided but as a school, at its core, each Centre will already be providing much of a 'Children's Centre' offer

Given the close match of the work of a Children's Centre and of a maintained nursery school, the Centres would be expected to use their DSG formula allocation to deal with appropriate cost pressures across the whole Centre and to not see Children's Centre functions as being separate from the core role of the school

3. What information do you have on the service and the potential impact of your service change in relation to the following?

List information you have. Do not put what the information shows you

⁶ Reach area is the number of families with children aged 0-5 in the area that the centre is commissioned to serve.

Proposed Service Changes, Policy and Development Department

	<p>Overall from April 2010 to March 2011 the three Centres reached 1,064 children and 907 parents. In addition they provided nursery school provision to their specific intake</p> <p>Use of Centres other than school attendance is monitored using a database and registration form. Following consultation the registration form was simplified to collect the post pertinent data of families accessing services</p>
<p>Race</p>	<p>Children Of the 1,064 children using the service in the three Centres in April 2010 to March 2011: - 6% were of Asian origin 13% were black 1% were Chinese 15% were of mixed background 52% were white 3% were from another group 11% had not provided information This equates to 35% Of the 1064 children coming from BAME groups. this is slightly above the Borough average of 32% according to the GLA projections for 0-4 year olds</p> <p>Parents Of the 1,310 parents using the service in April 2010 to March 2011 7% were of Asian origin 13% were black 2% were Chinese 6% were of mixed background 59% were white 4% were from another group 10% had not provided information This equates to 28% of the 905 coming from BAME groups. this is slightly above the Borough average of 22% according to the GLA projections.</p> <p>In the most recent survey across all Children’s Centres, 63% of users said that English was not their first language.</p> <p>Reach and volume of individual Centres by Black, Asian and Minority Ethnic Groups Classifying just the Asian, Black and Chinese service users as Black, Asian and Minority Ethnic (BAME) (percentages are from the overall population using these services): - (Please note that percentages are based upon the total of users across the three nursery schools.</p> <p style="text-align: right;">Reach statistics⁷ Volume statistics⁸ Ward</p>

⁷ Reach is the number of children or parents registered as service users at the centre

⁸ Volume is the number of contacts made by those reached by the centre

Proposed Service Changes, Policy and Development Department

	<p>Children</p> <table border="1"> <thead> <tr> <th></th> <th>Number</th> <th>%⁹</th> <th>Number</th> <th>%</th> <th>%¹⁰</th> </tr> </thead> <tbody> <tr> <td>BAME @ Balham Nursery</td> <td>16</td> <td>2%</td> <td>38</td> <td>1%</td> <td>20%</td> </tr> <tr> <td>BAME @ Eastwood</td> <td>118</td> <td>11%</td> <td>730</td> <td>11%</td> <td>21%</td> </tr> <tr> <td>BAME @ Somerset St Peters</td> <td>74</td> <td>7%</td> <td>52</td> <td>18%</td> <td>22.5%</td> </tr> <tr> <td>Non-BAME @ Balham Nursery</td> <td>119</td> <td>11%</td> <td>28</td> <td>44%</td> <td>80%</td> </tr> <tr> <td>Non-BAME @ Eastwood</td> <td>455</td> <td>43%</td> <td>3,238</td> <td>50%</td> <td>79%</td> </tr> <tr> <td>Non-BAME @ Somerset St Peters</td> <td>283</td> <td>27%</td> <td>1,690</td> <td>26%</td> <td>77.5%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th rowspan="2">Parents/carers</th> <th colspan="2">Reach statistics</th> <th colspan="2">Volume statistics</th> </tr> <tr> <th>Number</th> <th>%</th> <th>Number</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>BAME @ Balham Nursery</td> <td>12</td> <td>1%</td> <td>18</td> <td>0%</td> </tr> <tr> <td>BAME @ Eastwood</td> <td>106</td> <td>12%</td> <td>661</td> <td>12%</td> </tr> <tr> <td>BAME @ Somerset St Peters</td> <td>78</td> <td>9%</td> <td>569</td> <td>11%</td> </tr> <tr> <td>Non-BAME @ Balham Nursery</td> <td>55</td> <td>6%</td> <td>144</td> <td>3%</td> </tr> <tr> <td>Non-BAME @ Eastwood</td> <td>361</td> <td>40%</td> <td>2,469</td> <td>46%</td> </tr> <tr> <td>Non-BAME @ Somerset St Peters</td> <td>296</td> <td>33%</td> <td>1,462</td> <td>27%</td> </tr> </tbody> </table>		Number	% ⁹	Number	%	% ¹⁰	BAME @ Balham Nursery	16	2%	38	1%	20%	BAME @ Eastwood	118	11%	730	11%	21%	BAME @ Somerset St Peters	74	7%	52	18%	22.5%	Non-BAME @ Balham Nursery	119	11%	28	44%	80%	Non-BAME @ Eastwood	455	43%	3,238	50%	79%	Non-BAME @ Somerset St Peters	283	27%	1,690	26%	77.5%	Parents/carers	Reach statistics		Volume statistics		Number	%	Number	%	BAME @ Balham Nursery	12	1%	18	0%	BAME @ Eastwood	106	12%	661	12%	BAME @ Somerset St Peters	78	9%	569	11%	Non-BAME @ Balham Nursery	55	6%	144	3%	Non-BAME @ Eastwood	361	40%	2,469	46%	Non-BAME @ Somerset St Peters	296	33%	1,462	27%
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Gender	<p>Children Of the 1,456 children using the service in April 2010 to March 2011 49 % were girls 50 % were boys 11 children have not had gender registered with the Centre</p> <p>Parents Of the 1,310 parents using the service in April 2010 to March 2011 89 % were female 10 % were male 2 parents have not registered their gender with the Centre.</p>																																																																																	
Disability	<p>30 children (3%) out of the 1064 accessed specific service for children with disabilities and are therefore likely to be considered disabled</p> <p>33 parents (4%) of 907 accessed specific services for children with disabilities and are therefore likely to be caring for a disabled child or have a disability themselves</p> <p>However it is likely that additional children were identified as having special educational needs or disabilities after registration and if using services regularly</p> <p>Other children with special needs and disabilities will have used the nursery school or the</p>																																																																																	

⁹ Percentages are of the total numbers accessing all three centres

¹⁰ Ward data from the 2001 census shows the percentage of centre's ward residents who are BAME

Proposed Service Changes, Policy and Development Department

	places for vulnerable 2 year olds with additional needs					
Age	Centre services are intended for children aged 0-5 and their families.					
		Reach statistics		Volume statistics		Borough
	Children	Number	%	Number	%	%
	Ages 0 - 1	123	12%	874	13%	10%
	Ages 1 - 2	232	22%	1,311	20%	9%
	Ages 2 - 3	238	22%	1,929	30%	8%
	Ages 3 - 4	237	22%	1,608	25%	8%
	Ages 4 - 5	127	12%	565	9%	7%
	1% of parents using the Centres were teenage parents 2 parents were known to be pregnant while accessing services					
Faith	Specific information on faith of users is not routinely collected					
Sexual Orientation	Specific information on sexual orientation of users is not routinely collected					
4. Thinking about each group below please list the impact that the service change will have.						
	<u>Positive</u> impacts of service change			<u>Possible negative</u> impacts of service change		
Race	Whilst Children’s Centre funding will reduce, Centres with a higher proportion of BAME users will have a proportional increase in their budgets.			<p>Analysis of outcomes at age 5 shows that in general children with English as an additional language and children from BAME groups tend to have poorer outcomes</p> <p>Reductions in funding may reduce each Centre’s capacity to take steps to promote use of services by BAME groups</p> <p>Monitoring of service uptake will need to be maintained in order to respond to any drop-off by BAME groups</p> <p>The Centres will need to work effectively with their local health visitors and the commissioned family support services in order to promote continued and greater use by BAME groups</p>		

Proposed Service Changes, Policy and Development Department

<p>Gender</p>	<p>It is not anticipated that there will be an impact on groups according to gender because each Centre is still required to ensure that it engages with Fathers and provides facilities that will promote child development in both boys and girls</p>	<p>Centres are encouraged to promote the involvement of fathers and this will be monitored as part of the Council's standard approach to Performance management of Children's Centres.</p>
<p>Disability</p>	<p>The services provided by these Centres are very focused on child development and are managed by schools with considerable experience and knowledge around a range of special needs and disabilities. A specialist support service will continue to be commissioned to operate through the Children's Centres</p>	<p>The provision at these Centres is more geared toward educational outcomes for children on role, children placed as a 'vulnerable' 2 year old and accessing drop-in services. Therefore these Centres are more likely to identify and respond to a special need or disability that might have been undetected previously. There is a risk therefore that children with a disability may not be identified or that Centres will not be able to work to such a high level</p>
<p>Age</p>	<p>Young Children The Centres will continue to be focused on improving outcomes for 0-5 year olds. Funding will continue to be unaffected for nursery school services and for provision for vulnerable 2 year olds As Outstanding nursery schools the Centres will still have a strong impact on improving outcomes for the 0-5 age group</p>	<p>Young Children Given the three Centres' focus on and core funding for educational provision for 3-5 year olds and placements for vulnerable 2 year olds, the Centres reach and engage with substantial numbers of 0-2 year olds In planning for the use of reduced budgets overall, it will be important to work effectively with health visiting services that tend to focus on the 0-2 age group. The Healthy Child Programme will require mainstream health services to integrate their services for very young children into Children's Centres. The three Centres will need to work closely with Health Visiting and midwifery services to ensure that parents with very small children access the Centres. Discussions are taking place with Wandsworth Primary Care Trust to promote the use of Children's Centres</p>

Proposed Service Changes, Policy and Development Department

		<p>by the Midwifery service and this could result in greater use of Centres by parents during maternity or when babies are very young</p> <p>Young Parents Engagement with young parents is crucial but for each CC to focus on this would result in no-one Centre having a viable group size</p> <p>Somerset and Balham are <i>not</i> commissioned to take a specific role in respect of young parents. Other CCs in the Tooting and Battersea Locality will focus on the needs of young parents. Eastwood is located in a ward with the highest level of teenage pregnancy. The Centre will need to continue to provide targeted support for young parents in the area and to work closely with the Connexions worker operating in Roehampton. With reduced levels of funding there is a risk that teenage parents may not be as effectively supported</p>
Faith	It is not anticipated that there will be an impact on groups according to Faith	It is not anticipated that there will be an impact on groups according to Faith
Sexual orientation	It is not anticipated that there will be an impact on groups according to sexual orientation	It is not anticipated that there will be an impact on groups according to sexual orientation
<p>5. Is a full EIA required? No</p> <p>The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clear Clare O'Connor, Policy Co-ordinator - Equality on ext 7816</p> <ul style="list-style-type: none"> • Is the service a frontline service? Yes and the service is well monitored through use of a registration form and a database to which all Centres have access • Is it clear what impact the service change will have on all the equality groups? Yes- in so much as that the effect of sexual orientation on the part of parents and faith of parent or child is not a factor affecting the take up or provision of services. A performance management programme ensures use by groups and the impact of services on them is closely monitored and discussed 		

Proposed Service Changes, Policy and Development Department

- Overall will the change have a negative impact on any of the equality groups? Adverse impacts can be mitigated.

Comments - Please give the rationale here for not undertaking a full EIA

Reach and use of Centre services are broadly in line with the characteristics of the areas that are served in terms of race. The £167,000 overall reduction in funding should not compromise each Centre's ability to engage with the local community and the proportionate use by BAME Groups provided that the Centres work effectively with Health visitors and other preventative services (such as commissioned family support) to provide outreach and targeted support to the priority groups. This is because the nursery schools may have a reduced capacity to undertake this work themselves

Low use of services by fathers is a well-known characteristic of Centres nationally. There is no reason to assume the changes will disproportionately affect fathers more than mothers. Each Centre is already required to undertake work and develop services in order to encourage greater use of services by fathers and this will be continued

Centres have Advisory Boards and Governing Bodies that help to ensure all equality groups in a reach area can be encouraged to use the Centre and to participate in use of services

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

Should changes result in any restriction to opening hours, Centres should be required to ensure that opening times planned to appeal to fathers are not disproportionately affected as that could reduce the use of services by male parents. Each Centre must encourage use of services by fathers as far as is practical

Monitoring of service use by reach (each individual) and volume (number of contacts) must continue to be monitored to ensure that equality groups are not adversely affected and reducing use of services. Any negative changes in the current profile will be raised with Centres and action plans to address issues raised. The take up of services by teenage parents should continue to be monitored across all Children's Centres and should be a particular focus for Eastwood. The impact of work undertaken in partnership with Health Services and the Connexions adviser will be evaluated quarterly through the Council's Performance Management arrangements

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children's Services

Clare Clare O'Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration

INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE

Department	Children’s Services, Policy and Development Division, Play and Extended Services
Service	Doddington Activity Centre
People involved	Head of Service and Service Managers, Centre Staff, Service Users (children and young people)

1. What are the aims of the service and what changes are being proposed?	
<p>The Play and Extended Services Section provides a range of services that aim to support or secure better outcomes for children and young people as articulated within the Council’s Children and Young People’s Plan (CYPP)</p> <p>The Doddington Activity Centre, Charlotte Despard Avenue, SW11 5JE is a directly delivered provision comprising supervised, indoor and outdoor play opportunities for children and young people aged 5-13 years during term time after school. The service is currently free at point of access</p> <p>It is proposed to cease operation of the current provision from April 2011</p>	
2. What is the rationale behind these changes?	
<p>The Council faces a reduction in budget of 55 million by 2014. Each Department has scrutinised its services to ascertain if they can be delivered in different more cost effective ways and to see if they are still required</p> <p>The Doddington Activity Centre service is a staffed provision which operates term time after school. The number of users at the May 2011 snapshot is low with only 49 children visiting 309 times, an average of 15 per day. With service usage figures being so low the service is not achieving value for money and more efficient term time out of school services are already delivered locally ie. Chesterton and St Mary’s Primary Schools after school programmes, other school based after school activities and playgrounds. It is very probable that existing service users can be signposted to other local after school services were the Activity Centre to cease operation</p>	
3. What information do you have on the service and the potential impact of your service change in relation to the following?	
	<p>List information you have. Do not put what the information shows you Information includes number of people using the service, customer satisfaction, feedback on service, results of consultation</p>

Proposed Service Changes, Policy and Development Department

Race	<p>Service user monthly snapshot</p> <p>Total number of service users in May 2011 (term time after school only) 49 children visiting 309 times.</p> <p>Ethnicity data provided: Other Asian/Asian British: 2 Black British: 6 Caribbean: 4 African: 7 White Black/African: 1 White/Black Caribbean: 11 Any other mixed ethnicity: 6 White British: 4 Other White Ethnicity: 4</p> <p>Total BAME 82%.</p>
Gender	<p>Service user monthly snapshot</p> <p>Males: 23 (47%) Female: 26 (53%)</p>
Disability	<p>Service user monthly snapshot</p> <p>Disability: 3% No disability: 97%</p>
Age	<p>Service user monthly snapshot</p> <p>Children 5-8: 21 (50%) 9-12: 19 (45%) 13-16: 2 (5%)</p>
Faith	Not currently collected
Sexual Orientation	Not currently collected

4. Thinking about each group below please list the impact that the service change will have

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	<p>82% of service users are BAME however the statistical relevance of this is minimal as the actual number of children and young people engaged is significantly low</p> <p>The service is provided during term-time</p>	<p>Service users are 82% BAME compared to the Borough average of 22.05%</p> <p>82% BAME is above the Borough average and the ward breakdown for Shaftesbury also demonstrates that it is above the ward average of 15%</p>

Proposed Service Changes, Policy and Development Department

	<p>after school. Similar after school opportunities and formal childcare for those families requiring it, are provided for children at Chesterton, St Mary’s, Sacred Heart and Shaftesbury Park primary schools. Other school based after school activities are also available and are in close proximity to the Centre</p> <p>The local estate has a small playground and small games area and there are other play facilities within easy reach</p>	The postcode data shows that 88% live locally to the Centre
Gender	The data shows that attendance by boys and girls is not disproportionate to both Borough averages for males (50%) and females (50%) 5-14 years and Shaftesbury Ward averages males (53%) and females (47%)	
Disability	There is a low prevalence of service users with a disability	
Age	The service is provided for young people aged 5-13 years but predominately provides for 5 -12 year olds	
Faith	No data collected	
Sexual orientation	No data collected	
<p>5. Is a full EIA required? No</p>		
<p>Comments - Please give the rationale here for not undertaking a full EIA</p>		
<p>Service usage is still significantly low following targeted detached work undertaken by the play workers and a local publicity campaign. Term time after school alternatives are offered at St Mary’s RC, Chesterton, Sacred Heart primary schools, which are in close proximity, as are other playgrounds.</p>		
<p>6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)</p>		

Proposed Service Changes, Policy and Development Department

The service appears to engage a high proportion of BAME users but in real terms numbers are low. Alternative after school services are provided at Chesterton, St Mary's, Sacred Heart and Shaftesbury Park primary schools

It is intended to provide continued access to the Activity Centre's Outdoor Play area after school. Catch 22, the voluntary organisation currently delivering the targeted and preventative services in the area for primary aged children, already use the Activity Centre offices and delivery space to provide targeted activities for children and young people during school holidays and this would continue

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children's Services

Clare Clare O'Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration

INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE

Department	Children’s Services, Policy and Development Division, Play and Extended Services
Service	Alton Activity Centre
People involved	Head of Service and Service Managers, Centre Staff, Service Users (children and young people)

<p>1. What are the aims of the service and what changes are being proposed?</p> <p>The Play and Extended Services Section provides a range of services that aim to support or secure better outcomes for children and young people as articulated within the Council’s Children and Young People’s Plan (CYPP)</p> <p>The Alton Activity Centre service is a directly delivered provision comprising which provides supervised, indoor and outdoor play opportunities during term time after school. The service is currently free at point of access</p> <p>The proposed change involves market testing of the service to ascertain whether or not service delivery can be parcelled into a third party contract for Targeted and Preventative Services which will be procured from April 2013. During 2012/13 the service could be provided by Catch 22 as part of its diversionary activities for Children and Young People. Whilst they may not provide five day a week after school activities for users, they will make use of the site to provide a range of activities similar to those currently available.</p>
<p>2. What is the rationale behind these changes?</p> <p>The Council faces a reduction in budget of 55 million by 2014. Each Department has scrutinised its services to ascertain if they can be delivered in different more cost effective ways and to see if they are still required</p> <p>The Alton Activity Centre service is a staffed provision and longer term the cost of delivering this provision needs to be reduced in line with other reductions in council spending. It is felt that this could be achieved by combining delivery of aspects of the Activity Centre Service with the Targeted and Preventative service contract. Both services already provide for children 5-13 years that live on the Alton estate and surrounds</p> <p>A new provider for this contract is expected to be in place by 2013. For 2012-2013 the current contract with Catch 22 will be extended</p>
<p>3. What information do you have on the service and the potential impact of your service change in relation to the following?</p>

Proposed Service Changes, Policy and Development Department

	List information you have. Do not put what the information shows you Information includes number of people using the service, customer satisfaction, feedback on service, results of consultation							
Race	<p>Service user monthly snapshot</p> <p>Total number of service users in May 2011 171 children visiting 1078 times.</p> <p>Ethnicity data provided: Black British: 21 Caribbean: 6 African: 8 Any other black ethnicity: 8 White/Asian: 2 White/Black African: 3 White/Black Caribbean: 13 Any other mixed ethnicity: 12 White British: 56 Other White Ethnicity: 12 Other ethnic group: 7</p> <p>Total BAME 54%</p>							
Gender	<p>Service user monthly snapshot</p> <p>Males: 90 (54%) Female: 78 (46%)</p>							
Disability	<p>Service user monthly snapshot</p> <p>Disability: 5% No disability: 95%</p>							
Age	<p>Service user monthly snapshot</p> <table border="0"> <tr> <td>Children 5-8:</td> <td>63</td> </tr> <tr> <td>9-12:</td> <td>58</td> </tr> <tr> <td>13-16:</td> <td>1</td> </tr> </table>		Children 5-8:	63	9-12:	58	13-16:	1
Children 5-8:	63							
9-12:	58							
13-16:	1							
Faith	Not currently collected							
Sexual Orientation	Not currently collected							
4. Thinking about each group below please list the impact that the service change will have								
	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change						
Race	The procurement process for a new	Service users are 54% BAME compared						

Proposed Service Changes, Policy and Development Department

	<p>provider from 2013 will ensure that the engagement of BAME remains at 54% or above and that the service continues to provide to at least 79% of young people that live locally</p> <p>In 2012/13 Catch 22 will target in particular any children likely to be vulnerable or in need of additional support</p>	<p>to the Borough average 54% BAME is well above the Borough average of 22.05% 54% is also well above the Roehampton Ward average of 20.67%</p> <p>79% of those using the Centre live locally to the Centre. The closest council run provision aimed at a similar age range is currently Kimber Road Adventure Playground 3 miles walking distance away</p>
Gender	<p>It is not envisaged that any changes in the service provided by the third party would have a negative impact on the proportional use of the service by males and females</p> <p>The data shows that user representation of male and female children and young people aged 5 -14 (Male 50% female 50%) is in line with the average for Roehampton ward; males (50%) and females (50%)</p>	
Disability	<p>It is not envisaged that any changes in the service provided by the third party would have a negative impact on users with a disability</p> <p>The physical structure of the building is well designed to meet the need of children and young people with disabilities. Disability: 5%</p> <p>No disability: 95%</p>	
Age	<p>The service is provided for young people aged 5-13 years but predominately provides for 5-12 year olds. It is not envisaged that any changes in the service provided by the third party would affect the age profile of users</p>	

Proposed Service Changes, Policy and Development Department

Faith	No data collected	
Sexual orientation	No data collected	
5. Is a full EIA required? No		
<p>The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clear Clare O'Connor, Policy Co-ordinator - Equality on ext 7816.</p> <ul style="list-style-type: none"> • Is the service a frontline service? Yes • Is it clear what impact the service change will have on all the equality groups? Yes • Overall will the change have a negative impact on any of the equality groups? No 		
Comments - Please give the rationale here for not undertaking a full EIA		
<p>A full EIA is not required as the service specification developed for the TPS contract will oblige a new or existing provider to ensure service access to protected groups remains unchanged</p>		
6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)		
<p>Discussions will take place with potential third party providers to ensure that any changes to the existing service do not adversely impact on the identified protected groups. The new provider will also work with local community groups to maximise use of the building which may improve access to protected groups</p> <p>If necessary service changes are identified e.g. reductions in opening hours etc. then the proposed change will be subject to impact assessment and reported through the committee cycle. Publicity and marketing about the change of provider will aim to alleviate concerns and ensure that Children and Young People continue to access the service</p>		

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children's Services

Clare Clare O'Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration

INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE

Department	Children’s Services, Policy and Development Division, Play and Extended Services
Service	Family Support Services for 5-13 year olds and their families
People involved	Head of Service and Service Managers, Commissioned organisation, schools, Multi-agency teams, service users (children, young people and families).

<p>1. What are the aims of the service and what changes are being proposed?</p> <p>The Play and Extended Services Section currently holds contracts with Family Action and Welcare to provide family support services to children and young people aged 5-13 and their families. It is usually the case that children and families are referred to these services by Multi Agency Panels (MAP) in schools or a Team Around the Child (TAC), or as a result of a Common Assessment (CAF), although the providers are occasionally the first point of contact for families. These providers offer family support as part of a multi-agency approach that is delivered in and around schools, or through home visits. The following outcomes are required by the contract: -</p> <ul style="list-style-type: none"> (a) ensure that parents and families have the necessary skills and engagement to contribute to the safeguarding of their children and the promotion of their welfare; (b) ensure that parent and families are able to provide appropriate levels of stimulation and support to their children; (c) ensure that parents and families are able to provide emotional warmth in a way that supports self-efficacy and esteem within the child and/or young person; (d) ensure that parents and families are able to understand and provide appropriate boundaries and structure for children and/or young people; and (e) ensure that parents develop the required social capital to maximise support available to them by engage with mainstream support services as necessary. <p>The current contracts are due to end in March 2012. It is proposed to extend the current contracts by 12 months to enable a procurement exercise to put in place new contracts from March 2013. However, due to financial pressures the financial envelope available to deliver the service will be reduced by £60,000 annually from April 1 2012.</p> <p>In addition to the contracts described above, the Council also holds a further five contracts relating to family support under the Early Years Section and Children’s Specialist Services. These are also provided by either Welcare, Family Action along with Share a Family or Contact a Family.</p> <p>The contracts fall into three broad categories- support services for children and young people including those caring for other family members (young carers), parent/family support, play provision for children</p>
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Proposed Service Changes, Policy and Development Department

with disabilities and enhanced or preventative health services. These contracts will be re-tendered jointly with those currently under Play and Extended Services described above to gain flexibility and economies of scale with the new contracts beginning in April 2013

For financial year 2012-2013 contracts with existing providers will be extended to March 31st 2013. These contracts will be unchanged, although discussion is underway with the current providers on ways of planning across the 0-13 age range in order to achieve some flexibility during 2012-13.

From April 1st 2013 the number of contracts let will be reduced through amalgamation of contracts to remove duplication and reduce management costs associated with maintaining multiple contracts and achieve some value from the larger scale. These opportunities and economics of scale will offset the financial reduction

The outcomes of activities provided through the 5-13 family support will remain unchanged. Delivery models may change e.g. There may be less group work and more home visits. However this will be agreed through a 'negotiated procedure', during which the council will negotiate with the provider to develop the best possible delivery methods to ensure maximum value for money

2. What is the rationale behind these changes?

Over the course of the past 8 years the previous Government introduced a number of initiatives and new Council requirements each with a ring-fenced grant. This has led to somewhat fractured approach with a large number of separate contracts each concerned with providing 'Family Support' - though some with a particular specialism. Rationalisation of these contracts will avoid artificial age-restrictions, which are unnecessary under new grant arrangements and ensure a more flexible, integrated and cost effective service.

Reductions in funding are due to Council-wide budget pressures. However, efficiencies will be made from 2013 through procuring fewer separate contracts and through increased economies of scale

3. What information do you have on the service and the potential impact of your service change in relation to the following?

	<p>List information you have. Do not put what the information shows you The existing three contracts currently work with approximately 301 children and young people and their families per year. Information on gender, ethnicity and age of the children and young people accessing the services is included below</p>
Race	<p>Annual percentage of service users in each ethnicity category:</p> <ul style="list-style-type: none"> Any Other White: 6% White British: 51% Any other Ethnic Group: 1% Information not obtained: 3% White and Black Caribbean: 7% White and Black African: 2% Any other mixed background: 3% Black Caribbean: 6%

Proposed Service Changes, Policy and Development Department

	Black African: 9% Any other Asian: 1% Any Indian: 1% Chinese: 0% Black other: 5% White and Asian: 0% Pakistani: 3% White Irish: 1% TOTAL BAME 40%	
Gender	Annual percentage of service users by gender: Males: 67% Female: 33%	
Disability	Not disclosed	
Age	Percentage of service users by age: 4 years: 1% 5 years: 5% 6 years: 12% 7 years: 15% 8 years: 20% 9 years: 16% 10 years: 16% 11 years: 9% 12 years: 4% 13 years: 1% 14 years: 1%	
Faith	Not currently collected	
Sexual Orientation	Not currently collected	
4. Thinking about each group below please list the impact that the service change will have		
	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	As a service with similar outcomes will be commissioned, a change in provider is likely to have little impact. The commissioning process will include the Council's standard PQQ relating to equality and the standard contract clauses on equality. The new providers will be monitored in terms of the protected characteristics and action plans developed if service user profile does not reflect the local population	Throughout the period during which the current contracts will be extended, the service should remain largely unchanged apart from more efficient planning across the 0-13 age range. The reduction in funding for the new contract on frontline service delivery, therefore, should have minimal impact in terms of proportionate use by different ethnic groups. The contract will be monitored quarterly, and negative variations in respect of race will be addressed with the service provider and action plans

Proposed Service Changes, Policy and Development Department

		delivered
Gender	<p>The number of girls accessing the service is disproportionately low, possibly because girls are more likely to display passively resistant behaviours than boys and are therefore less likely to be identified as in need of support. A new contract from 2013 could specify work focussed on girls, or awareness-raising with schools if stakeholders felt there was a need.</p> <p>Working more easily across age boundaries could mean that female siblings in a family identified through a child/young person in another settling could access services more easily.</p> <p>The commissioning process will include the Council's standard PQQ relating to equality and the standard contract clauses on equality. The new providers will be monitored in terms of the protected characteristics and action plans developed if service user profile does not reflect the local population</p>	<p>Throughout the period during which the current contracts will be extended, the service will be largely unchanged. The reduction in funding should have minimal impact on the gender take up of services. The contract will be monitored quarterly though and negative variations in respect of gender will be addressed with the service provider and action plans developed to address any shortfall</p>
Disability	Not disclosed. A requirement to collect this data will be included in the new contracts	
Age	<p>There is a peak in referrals to the current service during the last few years in primary school. Working across age boundaries between Early Years and Primary School is likely to lead to increased access for children at KS1, as well as service continuity. A new contract could emphasis more the importance of early intervention and the need to prioritise support to those at KS1, if stakeholders felt this would be beneficial. Work will also be undertaken with school staff, particularly Special Educational Need Co-ordinators (SENCO) to raise awareness of this issue</p>	
Faith	No data collected. A requirement to collect this data will be included in the new contracts	

Proposed Service Changes, Policy and Development Department

Sexual orientation	No data collected	
<p>5. Is a full EIA required? No</p>		
<p>Comments - Please give the rationale here for not undertaking a full EIA</p>		
<p>The reduction in funding for this service can be to a large extent offset in 2012/13 through planning with similar services across the 0-13 age range to gain efficiencies in delivery. From 2013 there will be the flexibilities and economies of scale arising from fewer small scale contracts.</p>		
<p>6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)</p>		
<p>To continue to monitor the profile of service users throughout the period during which the current contracts are extended to enable any negative variations to be addressed with providers and action plans developed accordingly</p> <p>To facilitate discussion around equality of access throughout the negotiating –procedure with potential providers but also with those making referrals to the provider</p> <p>To add into the new contracts a requirement to collect data on disability and faith.</p> <p>The commissioning process will include the Council’s standard PQQ relating to equality and the standard contract clauses on equality. The new providers will be monitored in terms of the protected characteristics and action plans developed if service user profile does not reflect the local population</p>		

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children’s Services

Clare Clare O’Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration

INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE

Department	Children’s Services, Policy and Development Division, Play and Extended Services
Service	Children and young peoples diversionary activities service
People involved	Head of Service and Service Managers, Commissioned organisation, schools, Multi-agency teams, service users (children, young people).

<p>1. What are the aims of the service and what changes are being proposed?</p> <p>The Play and Extended Services Section currently holds a contract with Catch22 to provide a service for children and young people aged 5-13, who are at risk of social exclusion and identified as being in need of early intervention to prevent a problem or issue becoming acute or intractable. The following outcomes are required by the contract: -</p> <ul style="list-style-type: none"> (a) development of self-care skills, resilience and self-esteem (b) development of social presentation and citizenship skills, (c) improvement, progression and consolidation of their emotional and behavioural development, (d) increased understanding of how they can help foster good family and social relationships, (e) better use of mainstream universal services and an understanding of how to access them (f) positive engagement with their school <p>The contract is due to end in March 2012. It is proposed to extend the current contract to enable a procurement exercise to put in place new contracts from 2013. However due to financial pressures the financial envelope available to deliver the service will be reduced by £40,000 from April 1 2012.</p> <p>The work undertaken by the Alton Activity Centre is however very similar to the work done by Catch 22 in that it provides diversionary group work and positive role models, one to one support and pathways into other services. It is timely and pragmatic therefore to roll these services together and from April 1 2012, the service provider will also deliver a service to include those currently using the Alton Activity Centre. Catch 22 will also make some use of the Alton Activity Centre site. This service is currently managed and delivered by the Council’s Play and Extended Services section. An EIA in relation to the Alton Activity Centre has also been undertaken.</p> <p>The budget and work of the Alton Activity Centre, £77,000, will be seen as an integral part of service delivery and will result in a net increase in the resources available to the provider</p> <p>The outcomes of activities provided through the contract described above will remain unchanged. However, delivery models may change e.g. there may be more group work and fewer one-to-one sessions to ensure the same number of children are worked with. However this will be agreed through a ‘negotiated procedure’ during which the Council will negotiate with the provider to develop the best possible delivery methods to ensure maximum value for money.</p>
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Proposed Service Changes, Policy and Development Department

2. What is the rationale behind these changes?	
The current contract is due to end in March 2012 so it is necessary to roll forward the contract for 2012/13 to allow time for re-tendering. Given the financial pressures on the council and the clear similarities between the contractor and the Activity Centre service, a rationalisation of the two services is pragmatic and will ensure a more integrated and effective service.	
3. What information do you have on the service and the potential impact of your service change in relation to the following?	
	List information you have. Do not put what the information shows you The service was used by 1179 children and young people last year. Information on gender, ethnicity and age of service users is included below.
Race	Total number of service users: 1179 Annual percentage of service users in each ethnicity category: Any Other White: 3% White British: 37% Any other Ethnic Group: 3% Information not obtained: 10% White and Black Caribbean: 10% White and Black African: 1% Any other mixed background: 2% Black Caribbean: 21% Black African: 6% Any other Asian: 1% Any Indian: 1% Chinese: 0% Black other: 6% White and Asian: 0% Total BAME:
Gender	Total number of service users: 1179 Annual percentage of service users by gender Males: 63% Female: 27%
Disability	Not disclosed
Age	Total number of service users: 1179 Percentage of service users by age: 5 years: 2% 6 years: 6% 7 years: 9% 8 years: 12% 9 years: 18%

Proposed Service Changes, Policy and Development Department

	10 years:19% 11 years:15% 12 years:11% 13 years: 6% 14 years: 2%	
Faith	Not currently collected	
Sexual Orientation	Not currently collected	
4. Thinking about each group below please list the impact that the service change will have		
	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	Directly delivering an activity Centre service and managing the premises under license may give the provider scope to meet needs with greater flexibility. As a service with similar outcomes will be commissioned, a change in provider is likely to have little impact.	No adverse impact during 2012-13. As a service with similar aims will be commissioned from 2013, a change in provider is likely to have little impact. It is possible that a provider new to Wandsworth however, may have less well established relationships with local communities or community support groups, but this is likely to be easily overcome with time.
Gender	The number of girls accessing the service is disproportionately low, possibly because girls are more likely to display passively resistant behaviours than boys and are therefore less likely to be identified as in need of support. The funding and service changes during 2012-13 are unlikely to alter the current gender take up. A new contract could specify work focussed on girls, or awareness-raising with schools if stakeholders felt there was a need.	
Disability	Not disclosed	
Age	The age profile of users is unlikely to be affected by the funding service changes in 2012-13. There is a peak in referrals to the current service during the last few years in primary school.	

Proposed Service Changes, Policy and Development Department

	A new contract could emphasize more the importance of early intervention and the need to prioritise support to those at KS1, if stakeholders felt this would be beneficial. Work will be undertaken with school staff, particularly Special Educational Need Co-ordinators (SENCO) to raise awareness of this issue.	
Faith	No data collected	
Sexual orientation	No data collected	
5. Is a full EIA required? No		
Comments - Please give the rationale here for not undertaking a full EIA		
The budget reduction will be more than offset by the increase in budget arising from the integration of service provision for those currently using the Alton Activity Centre. There will be a net increase overall and opportunity to make use of the Alton Activity Centre site.		
6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)		
To monitor the profile of users during 2012-13 to enable any negative variations to be addressed and action plans developed To facilitate discussion around equality of access throughout the negotiating –procedure with potential providers but also with those making referrals to the provider To add into the new contracts a requirement to collect data on disability and faith.		

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children’s Services

Clare Clare O’Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration

**INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE.
HEALTH VISITING- REDUCTION IN COUNCIL FUNDING**

Department	NHS St Georges Healthcare / Children’s Services
Service	Early Years
People involved	Rob Nicholson; John Beckles; Ravi Balakarishan; Jenny Giles; Clare Clare O’Connor, Policy Co-ordinator - Equality; Philip O’Neil

<p>1. What are the aims of the service and what changes are being proposed?</p> <p><u>Enhanced Health Visiting Services</u> are bought in each of the three localities to ensure families can access health-related groups and programmes in the Children’s Centres. These are provided by Community Services Wandsworth which recently transferred to St George’s Hospital Healthcare Trust.</p> <p>It is proposed to withdraw the Council funding of £483,000 per year for the enhanced service and instead ensure that mainstream health visiting services achieve the aims of the enhanced service, as NHS resources increase to allow for national targets for growth in health visiting.</p> <p>Targets for new and additional Health Visitors for Wandsworth have been set by the Strategic Health Authority and this should ensure that either the overall staffing level currently provided with the enhancement is maintained (but under a mainstream service) or replaced.</p> <p>Currently Council funding provides the following enhancements: -</p> <p><u>Roehampton</u>: 1fte band 7 midwife, 1 fte band 7 specialist HV, 1fte band 6 HV, 1 fte band 4 Nursery nurse.</p> <p><u>Tooting</u>: 1 fte band 7 specialist HV, 2 fte band 4 nursery nurses</p> <p><u>Battersea</u>: 1 fte band 7 specialist HV, 2 fte band 4 nursery nurses</p> <p>Overall the Wandsworth NHS service equates to 54fte including the Council-funded posts.</p>
<p>2. What is the rationale behind these changes?</p> <p>Sure Start Grant funding had enabled enhancements to the basic levels of Health Visiting to provide additional health visitors, community nursery nurses and (in Roehampton only) an additional midwife. Together these have provided additional services and linked arrangements with Children’s Centres. The Sure Start grant to local authorities ceased in March 2011. The lower level replacement Early Intervention Grant is not ringfenced.</p> <p>New national government requirements, laid out in ‘Supporting Families in the Foundation Years’ (DfE / DoH), and ‘The Health Visiting Implementation Plan’ (DoH), are clear that the ways of working achieved by the ‘Enhanced’ service are now seen by the government as the core ‘mainstream’ way of working for all Health Visitors. This includes working closely with Children’s Centres and the overall numbers of mainstream Health Visitors must increase substantially</p> <p>Targets for new and additional Health Visitors for Wandsworth have been set by the Strategic Health Authority and this should ensure that either the overall staffing level currently provided with the Council’s enhancement is maintained (but under a mainstream service) or replaced should any vacancies arise.</p> <p>The Wandsworth NHS Joint Commissioning Executive has set up a review of Health Visiting in which the Council has been extensively involved. This group is identifying the need to reshape the mainstream service specification to take into account the new national directives and wherever possible, to retain the staff employed using Council funding to count the targets for additional health visitors.</p>

Proposed Service Changes, Policy and Development Department

3. What information do you have on the service and the potential impact of your service change in relation to the following?

	List information you have. Do not put what the information shows you																																																																																																																						
	Information includes number of people using the service, customer satisfaction, feedback on service, results of consultation																																																																																																																						
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<p>Disability</p>	<p>This breakdown groups members seen according to whether they have had any contact with the Contact-a-Family service since January 2010. This may be a useful proxy for the prevalence of service users with disability or special needs (or who care for children with such needs).</p> <table border="0" data-bbox="287 436 1468 772"> <thead> <tr> <th></th> <th colspan="2">Reach statistics</th> <th colspan="2">Volume statistics</th> <th>Borough</th> </tr> <tr> <th>Children</th> <th>Number</th> <th>%</th> <th>Number</th> <th>%</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Seen by Contact-a-Family</td> <td align="right">5</td> <td align="right">0%</td> <td align="right">5</td> <td align="right">0%</td> <td></td> </tr> <tr> <td>No recorded CAF contacts</td> <td align="right">1,083</td> <td align="right">100%</td> <td align="right">3,354</td> <td align="right">100%</td> <td></td> </tr> <tr> <th>Parents/carers</th> <th>Number</th> <th>%</th> <th>Number</th> <th>%</th> <th>%</th> </tr> <tr> <td>Seen by Contact-a-Family</td> <td align="right">8</td> <td align="right">1%</td> <td align="right">14</td> <td align="right">0%</td> <td></td> </tr> <tr> <td>No recorded CAF contacts</td> <td align="right">1,171</td> <td align="right">99%</td> <td align="right">3,887</td> <td align="right">100%</td> <td></td> </tr> </tbody> </table>							Reach statistics		Volume statistics		Borough	Children	Number	%	Number	%	%	Seen by Contact-a-Family	5	0%	5	0%		No recorded CAF contacts	1,083	100%	3,354	100%		Parents/carers	Number	%	Number	%	%	Seen by Contact-a-Family	8	1%	14	0%		No recorded CAF contacts	1,171	99%	3,887	100%																																																							
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They were concerned primarily about

- Access to services and the lack of input to vulnerable groups in the Roehampton area
- The reduced level of safeguarding if the level of Health Visitor resource was reduced this was in particular around areas of domestic violence.
- Reduced uptake and support re breastfeeding in deprived areas: -

Ward	Exclusive Breastfed (%)	Mixed breastfed (%)	MMR1 (%)	DV Rate Female victims only
Balham	58.48	67.58	84.40%	2.37
Bedford	47.45	72.73	86.08%	4.30
Earlsfield	47.09	75.76	88.84%	4.87
East Putney	51.52	62.09	81.28%	2.27
Fairfield	54.73	72.33	84.77%	4.14
Furzedown	48.06	74.29	87.06%	6.24
Graveney	46.78	81.47	85.78%	6.49
Latchmere	44.17	78.67	77.27%	11.30
Nightingale	45.63	74.69	81.02%	2.81
Northcote	59.67	78.57	80.90%	1.85
Queenstown	46.07	70.27	76.67%	4.85
Roehampton	31.87	69.47	81.41%	9.40
Shaftesbury	49.52	78.16	85.11%	4.06
Southfields	57.35	73.30	86.19%	4.20
St Mary's Park	45.98	70.77	71.29%	5.35
Thamesfield	53.59	78.57	86.25%	3.22
Tooting	49.32	76.13	79.90%	6.30
Wandsworth Common	52.24	67.50	84.93%	1.32
West Hill	47.35	71.35	80.62%	5.09
West Putney	49.73	72.73	77.04%	4.95
Postcode Not Found	45.27*	73.42*	80.40%	
Grand Total	49.47	73.53	82.39%	
Source	PCT	PCT	EMIS/RiO	Wandsworth Council - Community Safety
Period	2011-12(Q1)	2011-12(Q1)	2010-11	2010-11

Faith	Specific information on the faith of users is not routinely collected
Sexual Orientation	Specific information on sexual orientation of users is not routinely collected

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4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race	By integrating mainstream services further with the work of Children's Centres there will be greater opportunities to address health issues with BAME groups as the Health service will benefit from outreach work undertaken by the Centre.	Assuming there is no net loss of health visiting capacity and no loss of current skilled workers there should be no negative impact.
Gender		Assuming there is no net loss of health visiting capacity there should be no negative impact. Again if the same workers already focused on integrated working with Children's Centres are retained then there should be no negative impact.
Disability	There may be opportunities to improve support services where children have special needs or disabilities where Health services can ensure that families they have identified become linked into Children's Centres services	Assuming there is no net loss of health visiting capacity there should be no negative impact. Consideration could be given to establishing a specialist health visitor to develop and support services in Children's Centres for disabled children,
Age	Services will continue to be focused on children from pre-birth to 5	In Roehampton only, the enhanced service is augmented by an additional midwife employed by Kingston Hospital. Should the reduction result in the loss of this post then support for parents with very young children in the Roehampton area could be reduced down to the statutory levels. However this can be mitigated by promoting the opportunities for midwifery services to also be delivered in Children's Centres across the Borough. This is in line with Government policy for the Foundation Years. The concerns expressed by the MSLC (illustrated by the table above) relate to the possibility of an impact on very young children and parents during and following maternity especially around reduced support for domestic violence, reduced breastfeeding

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		<p>rates, reduced immunisation take up and a reduced infrastructure for safeguarding young children should the Council withdraw the funding. The implications would be felt especially in deprived wards.</p> <p>The effect would be mitigated as the NHS has agreed to give top priority for the use of growth funding in 2012-13 for the increase in funding for Health Visiting from its own resources and if it retains existing staff (including community nursery nurses) to count against Government requirements to increase the number of Health Visitors. The current NHS Wandsworth review has indicated that this will be its key recommendation.</p>
Faith		
Sexual orientation		
<p>5. Is a full EIA required? Yes/No.</p> <p>The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clear Clare O'Connor, Policy Co-ordinator - Equality on ext 7816.</p> <ul style="list-style-type: none"> • Is the service a frontline service? Yes - both mainstream and the elements that are Council funded are fully frontline consisting of day to day direct contact with children and parents in the home and in 'clinics' and groups provided in Children's Centres. • Is it clear what impact the service change will have on all the equality groups? Yes - it is clear as long as NHS service growth is planned to dovetail into Council reductions in order to ensure current skilled and experienced staff are not lost • Overall will the change have a negative impact on any of the equality groups? No - steps can be taken to mitigate any risks and to ensure the 'enhanced' elements currently financed by the Council become mainstream ways of working for all Health Visitors and Community Nursery Nurses. 		
<p>Comments - Please give the rationale here for not undertaking a full EIA</p>		
<p>Wandsworth's Clinical Commissioning Executive has undertaken a full review of Health Visiting and has taken Council funding and the possibility of its removal into account. The review is preparing a final report and the Chair has indicated that a key recommendation will be to develop a service specification that takes full account of the successful elements of work developed with Council funding and takes full account of the Health Visiting Implementation Plan. The review report will recommend that the Wandsworth NHS should prioritise the increase in numbers of Health Visitors in line with Strategic Health Authority Targets and achieves this by retaining those Health Visitors and Community Nursery Nurses that have been employed thus far on Council funding. The PCT has indicated that this will be a top priority for its use of</p>		

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growth funding for 2012-13. This would have the effect of at least retaining the current levels of staffing, retaining current expertise and ensuring both mainstream and previously Council-funded staff work in integrated ways with Children's Centres.

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

The key actions are

To ensure that reconfiguration and development of mainstream Health Visiting services treats the Council funding as temporary pump-priming and that the PCT offsets its obligations to increase the number of health visitors against the existing staff providing the current 'enhanced' service thus ensuring there is no reduction in health visiting and midwifery support.

Ensure that any tapering of the Council funding is timed by the Council and the NHS to ensure that there is continuation of funding and employment of current Health Visitors and Nursery Nurses who are:

- experienced and skilled in delivering services in Children's Centres
- able to support other health visitors in developing integrated working with Children's Centres
- Able to operate integrated working processes such as the Common Assessment Framework
- Qualified and able to run a range of services such as parenting courses, groupwork, parent and child drop-ins, breast-feeding cafes, well baby clinics, accident prevention schemes etc. in Children's Centres

Maintain the confidence in NHS Health Visiting services to recruit to vacancies as they arise in order to ensure the level of service does not dip to the detriment of children and families whilst the additional funding is available and before the NHS picks up the funding under the target to increase capacity of services.

Council to work with the NHS in developing the core service specification for mainstream health visiting to ensure the above points are fully reflected in the requirements and reporting arrangements for the service.

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children's Services

Clare Clare O'Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration

INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE TO THE CRÈCHE PROVISION AND BUDGETS

Department	Children’s Services
Service	Early Years Service Locality Crèche Service
People involved	Rob Nicholson Sarah Forester Philip O’Neil Clare Clare O’Connor, Policy Co-ordinator - Equality
1. What are the aims of the service and what changes are being proposed?	
<p>The crèches are currently provided in each of the three Children’s Centres localities. The crèches have a role in providing good quality childcare for short periods of time to enable parents to attend groups and programmes at Children’s Centres in the area. They also provide short term childcare as part of a package of support where the child has additional needs that require multi-agency support. The crèches benefit children directly by providing learning and social development opportunities for children before they start nursery or school.</p> <p>It is proposed from April 2012 to plan and operate the crèches directly through the Children’s Centres rather than through the current contractors, (Tinies, Wandsworth Primary Play Association and Eastwood Nursery School and Centre for Children and Families). This would mean that parents and children would still have access to a crèche facility but the crèche services will be more geared around childcare to facilitate groups and training for parents at each Children’s Centre. This will enable a budget reduction of £200,000 with the remaining £400,000 being devolved to Children’s Centres.</p>	
2. What is the rationale behind these changes?	
<p>Children’s Centres would be able to commission and run their own crèches to complement the programme they provide. This model has been tested in a number of settings and has been popular with Centre staff and parents as it means services can be adapted to meet the needs of local users.</p> <p>Centres running crèches directly is a more robust model under the Ofsted inspection framework as the Centre is directly accountable for the quality of care, learning and development</p> <p>Crèches provided at Children’s Centres would be smaller in size and potentially less frequent but more useful and cost effective as parents would have the childcare provided in the Centre that they are using to access other services and there is no travel time involved</p> <p>Most importantly the new arrangement will ensure children are cared for in a Children’s Centre where they are in familiar surroundings, with scope for continuity of staffing.</p>	

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Whilst current services are high quality and well-regarded the levels of use of crèche services is not at the maximum level and there is a vacancy rate operating within the locality-based crèches. Children’s Centres will be able to tailor the capacity, length and frequency of crèche sessions to optimise efficient service use

Where children require childcare as part of a package of support over and above enabling parents to access Children’s Centres support, this would be better provided through the new entitlement for nursery education for 2 year olds which is funded separately and becomes an statutory entitlement for disadvantaged children from September 2013. A level of funding should be maintained in order to provide some childcare services for children in community settings where children are identified as having additional needs

3. What information do you have on the service and the potential impact of your service change in relation to the following?

	Overall use of the service during 2010-11. Information taken from the Estart database					
	All registered members	Reach¹¹		Volume¹²		
	Children	905		7,714		
	Parents/carers	162		257		
Race	Of the 905 children using the service in 2010-11 the following ethnic groups were recorded on the registration database: -					
		Reach statistics		Volume statistics		Borough
	Children	Number	%	Number	%	%
	Asian	89	10%	689	9%	16%
	Black	242	27%	1,866	24%	25%
	Chinese	23	3%	96	1%	0%
	Mixed	126	14%	879	11%	12%
	White	298	33%	2,791	36%	43%
	Other	31	3%	371	5%	3%
	Unknown	96	11%	1,022	13%	1%
	This equates to 54% of service users coming from BAME groups which is significantly higher than the Borough average of 32% according to the GLA projections for 0-4 year olds					
	Of the 162 parents or carers using the service as part of a package of support the following ethnic groups were recorded on the registration database: -					

¹¹ Reach refers to the number of individuals using the service at least once

¹² Volume refers to the total sessions accessed at the service by the individuals reached

Proposed Service Changes, Policy and Development Department

	Ages 5 - 6	42	5%	118	2%	6%
	Use of the crèche service by teenage parents was very low					
Faith	Specific information on faith of users is not routinely collected					
Sexual Orientation	Specific information on sexual orientation of users is not routinely collected					
4. Thinking about each group below please list the impact that the service change will have.						
	<u>Positive</u> impacts of service change			<u>Possible negative</u> impacts of service change		
Race	<p>Analysis of outcomes at age 5 shows that in general children with English as an additional language and children from BAME groups tend to have poorer outcomes. The Children's Centres receiving delegated funding have been successful in engaging with the BAME communities that they serve in a wide range of programmes and services</p> <p>The direct provision of crèche services by the Children's Centres is likely to maintain or increase the use of crèche services by families with BAME and allow a higher level of usage of Children's Centres. This has proven to be the case at those Children's Centres that have provided some crèches directly</p>			<p>It is possible that with an overall reduction in funding and capacity that there could be fewer children from BAME groups accessing the crèches. However as Children's Centres must take steps to engage the BAME community and to encourage use of services this effect will be mitigated. Families using the existing crèche services will need to be supported to either access suitable childcare in the community through the Council's childcare brokerage service or to support them to make use of the entitlement to a free nursery place from the age of 3.</p> <p>The reductions to the Children's Centres funding as well as to the crèche funding at Eastwood Children's Centres could result in a reduction of the overall capacity to provide access to courses providing for English for Speakers of Other Languages (ESOL) at South Thames College unless active steps are taken to prioritise these courses from available resources</p>		
Gender	<p>Analysis of outcomes at age 5 shows that boys are slightly more likely to have poor outcomes at age 5 than girls</p> <p>It is not anticipated that the current balance of use between boys and girls will change as a result of the changes</p>			<p>There is an equal balance of boys and girls using the service</p>		

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<p>Disability</p>	<p>Separate to these proposals and funded from elsewhere, specialist provision with crèche services is being established at 1 Siward Road and at West Hill Children’s Centre. This will improve access to crèche childcare for children with complex needs</p> <p>Parents of children with disabilities may be more confident to use crèche services that are provided at Children’s Centres where parents are accessing services rather than on a separate site</p> <p>Where children with disabilities require longer periods of childcare this can be provided more effectively by community childcare settings as part of the new entitlement for 2 year olds from 2013</p>	<p>There may be fewer opportunities for the identification and response to emerging special needs and disabilities if children are not using the current locality crèche services.</p> <p>In order to mitigate this, the professionals who currently interact with and support the current crèches will need to also support and visit the greater number of small crèches provided in Children’s Centres and where possible children using community settings.</p>
<p>Age</p>	<p>Teenage parents are likely to be more confident to use crèche services where they are provided on site in Children’s Centres that they are accessing</p> <p>Eastwood, West Hill, Smallwood and Yvonne Carr Children’s Centres have a particular remit to support teenage parents and their crèche services will need to be focused on this group</p>	<p>The reductions in funding to Eastwood Children’s Centres and to the crèche will reduce the capacity for childcare services to support teenage parents in the Roehampton area unless active steps are taken to prioritise this group from available resources</p>
<p>Faith</p>	<p>It is not anticipated that there will be an impact on groups according to Faith</p>	<p>It is not anticipated that there will be an impact on groups according to Faith</p>
<p>Sexual orientation</p>	<p>It is not anticipated that there will be an impact on groups according to sexual orientation</p>	<p>It is not anticipated that there will be an impact on groups according to sexual orientation</p>

5. Is a full EIA required? No.

The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clear Clare O’Connor, Policy Co-ordinator - Equality on ext 7816

- Is the service a frontline service? **Yes** and the service is well monitored through use of a registration form and a database to which all Centres have access

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- Is it clear what impact the service change will have on all the equality groups? **Yes** - as set out above
- Overall will the change have a negative impact on any of the equality groups? Yes/No. **No** assuming action identified below is taken along with rigorous monitoring of services usage and performance management of Children's Centres

Comments - Please give the rationale here for not undertaking a full EIA

Reach and volume use of current crèche services are significantly higher than local projected population of BAME children and parents. The re-distribution of funding and the £200,000 overall reduction in funding should not compromise each Centre's ability to engage with the local community and the proportionate use by BAME Groups- indeed the use by some Asian BAME groups may increase as Children's Centres have been successful in reaching those families. However there will be a reduction in capacity for crèche services to be provided for ESOL training groups in Roehampton

Centres have Advisory Boards and Outreach workers that help to ensure all equality groups in a reach area can be encouraged to use the Centre and to participate in use of services. As a general rule the vulnerable equality groups are more likely to have poor outcomes at age 5 and the Centres will therefore prioritise work with them

The Council has a very robust performance management scheme for Children's Centres and there is a national Ofsted inspection framework. The demands of both will ensure that Centres remain focused on improving outcomes for groups of children that tend to be at higher risk of poor outcomes at age 5

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

Monitoring of service use by reach (each individual) and volume (number of contacts) must continue to be monitored to ensure that equality groups are not adversely affected and reducing use of crèche services. Any negative changes in the current profile will be raised with Centres and action plans to address issues raised through the Council's Performance Management arrangements

As already planned, the developments of Garratt Park (incorporating Earlsfield) and West Hill Children's Centres to provide enhanced services for children with disabilities will help to improve services for this equality group. These will include crèche services for parents attending programmes and activities and will ensure that more children with disabilities can benefit

When a vulnerable child requires some time-limited childcare as a result of the identification then their needs may be better met in a community early years setting. Planning for children with additional needs will need to take the changes into account and ensure children are offered the most appropriate form of childcare as part of an integrated package of support

Available resources will need to be prioritised to ensure that parents needing ESOC courses have access to them.

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The take up of services by teenage parents should continue to be monitored across all Children's Centres and where appropriate signposted to those Centres and crèches that have a remit to support them.
When current service users are approaching the age where they will be entitled to a free nursery education place from 3 (or from 2 where appropriate)

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children's Services

Clare Clare O'Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration

**INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE.
SUPPORT, INTERVENTION AND TRAINING FOR EARLY YEARS PROVIDERS**

Department	Children’s Services
Service	Support, Intervention and Training for Early Years Providers
People involved	Rob Nicholson, Susan Reid, Clare Clare O’Connor, Policy Co-ordinator - Equality

<p>1. What are the aims of the service and what changes are being proposed?</p> <p>The service aims to improve outcomes for young children and to close the gaps in their attainment at age 5. It does this by working with 150 non-maintained early years settings, 60 schools and around 300 childminders to raise standards and improve quality. The service intervenes when settings are weak, provides advice on compliance with Ofsted, safeguarding and special needs in relation to settings and individual children’s needs and runs a wide range of training geared toward practitioners working with 0-5 year olds</p> <p>It is proposed to:</p> <p>Merge the team that provides assessment and specialist advice on individual children with emerging special educational needs with the team that provides general advice to settings Reduce the establishment of the team by 7 FTE at the same time as merging. The reduction will involve reductions in:</p> <p>From 6 to 3 officers who are qualified early years advisory teachers From 5 to 3 officers who are not qualified teachers but specialists in early childhood development From 3 to 1 officers who support and develop childminders</p>
<p>2. What is the rationale behind these changes?</p> <p>To maximise flexibility, integration and business continuity by ensuring that all staff team members can undertake specialist observation and assessment of children referred for multi-disciplinary assessment or statutory assessment</p> <p>To prioritise the waiting list for support for children referred for multi-disciplinary assessment or statutory assessment</p> <p>To ensure a greater skills mix in one team and the ability to respond more flexibly and creatively to service user needs</p> <p>To ensure a greater focus on those settings, schools and childminders in need of support in order to improve outcomes and raise standards</p>

Proposed Service Changes, Policy and Development Department

<p>These changes enable a budget reduction of £300,000 to be made</p>	
<p>4. What information do you have on the service and the potential impact of your service change in relation to the following?</p>	
	<p>List information you have. Do not put what the information shows you Information includes number of people using the service, customer satisfaction, feedback on service, results of consultation</p>
Race	<p>Children Children who will indirectly benefit from the service through participation in early years education and childcare number approximately 2500 per cohort (year group) and generally break down as follows¹³:</p> <p>Asian – 15% Black - 21% Mixed – 12% White – 45% Other – 3% Unknown – 1% 41% of children do not have English as their first language</p> <p>Early Years Staffing Across the staff teams that will be affected and likely to be vulnerable as a result of the changes 5 are from BAME groups 12 are non-BAME</p> <p>Settings, schools and childminders Settings cannot be defined in terms of race of the 298 childminders registered in Wandsworth, 159 used support groups in Children’s Centres and therefore were registered on ESTART. Of these 159 childminders approximately 18% are from BAME groups though 26% of the 159 did not define their ethnicity when registering</p>
Gender	<p>Children Generally there are equal numbers of boys and girls accessing childcare and early years education and therefore benefiting indirectly from the service</p> <p>Staffing Across the staff teams that will be affected and likely to be vulnerable as a result of the changes 15 are women 1 is a men</p>

¹³ Data taken from the schools census and contextual analysis of the Early Years Foundation Stage Profile- source Research and Evaluation Unit

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	<p>Men are significantly under-represented in the early years workforce nationally</p> <p>Settings, schools and childminders settings cannot be defined in terms of gender of 298 childminders approximately 1% are male and 99% are female</p>
Disability	<p>Children The service is more likely to directly impact on children with an emerging or recognised special need or disability. In general by the age of 5 a cohort will have 26% identified as having a special need or disability with 2% having a statement of special need</p> <p>Staffing 1 member of staff who may be vulnerable as a result of the changes has a registered disability (dyslexia)</p> <p>Settings, schools and childminders settings cannot be defined in terms of disability of 298 childminders approximately 0% are registered as disabled (estimated)</p>
Age	<p>Children The service has a remit to support children aged 0-5 whatever type of setting they may access. The uptake of childcare and early years education is greater as children get older with around 100% of 3,4 and 5 year olds participating</p> <p>Staffing Management is not aware of the specific ages of vulnerable staff. Age will not be taken into account in selecting staff for redundancy.</p> <p>Settings, schools and childminders settings cannot be defined in terms age</p>
Faith	<p>Children Data is not collected on the faith of individual children</p> <p>Staffing Specific information on the faith of staff is not collected</p> <p>Settings, schools and childminders Of 150 settings, 4 are aligned with a specific faith: - 1 Jewish Nursery 1 Muslim nursery 2 specifically Christian nursery</p>
Sexual Orientation	Specific information on sexual orientation of users or staff is not routinely collected
4. Thinking about each group below please list the impact that the service change will have	

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	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race		<p>Children Local evidence shows that some BAME groups and children with English as an additional language are more likely to have poor outcomes by the age of 5. With the support of the service outcomes for these groups have improved year on year for the past 5 years</p> <p>Significant numbers of schools and settings that may receive less support from the service will have children from BAME groups and / or English as an additional language</p> <p>To mitigate the effect of reduced visits to settings, proportionally more training on educating BAME and low English fluency children will need to be provided</p> <p>Staff The changes could result in an overall reduction in the proportion of BAME staff providing the service</p> <p>Council recruitment and selection processes must be followed to ensure that BAME staff are not disadvantaged. The ring-fencing will apply separately to teachers, non teachers and childminder support staff. BAME staff work in all three groups and this may help to reduce the chance of a disproportionate loss of staff who are BAME</p> <p>Childminders Childminders demanding and requiring a higher level of support from the service will experience a reduction in support. As it is felt that BAME childminders are over-represented in this group then there</p>

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		<p>is the potential for the reduction in support to be disproportionately weighted against BAME groups</p> <p>To mitigate the effect of a reduction in support levels, the reduced service would need to prioritise its support. In particular the needs of minders with English as an additional language will need to be a priority in order to keep children safe</p>
Gender		<p>Local evidence shows that boys are more likely to have poor outcomes by the age of 5 than girls. With the support of the service outcomes for these groups have improved over the past 5 years</p> <p>Council recruitment and selection processes must be followed to ensure that staff are not disadvantaged on the grounds of gender. There is clearly a risk of losing the single male member of staff</p> <p>To mitigate the effect of reduced visits to settings, proportionally more training on educating boys will need to be provide</p>
Disability	<p>Local evidence shows that children with special needs or disabilities are considerably more likely to have poor outcomes by the age of 5 than their peers. Improvement has been very variable over recent years</p> <p>The changes will result in a service that can be more responsive to requests for support around assessing and meeting the needs of children with special needs and disabilities</p>	<p>The reduction in overall capacity to visit settings could result in less support being available for settings and childminders who are educating and caring for children with special needs and disabilities</p> <p>In order to mitigate this the service will prioritise visits and work with settings around children know to have special needs or a disability</p> <p>The recently developed ‘Single Pathway’ for the assessment of and planning for children with special needs and the ‘Early Support Programme’ will help the service to target children and intervene early in the settings that they attend</p>
Age		<p>The service focuses on the quality of</p>

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		<p>provision for children aged 0-5. With reductions in overall levels of support available there is a risk that the number of settings that are good or outstanding will reduce and that the number of children attaining national expectations at age 5 may reduce</p> <p>In order to mitigate the risks the service will need to prioritise support to weaker settings and to areas where children are at greater risk of poor outcomes (generally deprived areas)</p>
Faith	It is not anticipated that there will be an impact on groups according to Faith	It is not anticipated that there will be an impact on groups according to Faith
Sexual orientation	It is not anticipated that there will be an impact on groups according to sexual orientation	It is not anticipated that there will be an impact on groups according to sexual orientation
<p>5. Is a full EIA required? /No</p>		
<p>The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clear Clare O’Connor, Policy Co-ordinator - Equality on ext 7816</p> <ul style="list-style-type: none"> • Is the service a frontline service? Yes - the service has a frontline element by way of the observation and assessment of children with special needs and disabilities. The remainder of the service works directly with schools, settings and childminders out in the community in order to raise standards and improve quality in those frontline services • Is it clear what impact the service change will have on all the equality groups? Yes - proportionately less visiting will take place but equality groups will be prioritised where they are at greater risk of poor outcomes • Overall will the change have a negative impact on any of the equality groups? No - not if the mitigating factors are taken into account 		
<p>Comments - Please give the rationale here for not undertaking a full EIA</p>		
<p>The information shows that whilst equality groups tend to be those more vulnerable to poor outcomes at age 5 the changes can be managed in a way to ensure schools, settings and childminders are still able to meet the needs of those group</p> <p>A range of additional service developments and the service changes outlined here should improve overall the responsiveness of the service for children with special needs and disabilities and the schools, settings</p>		

and childminders working with them

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

Outcomes for children at age 5 will continue to be monitored, analysed and reported to the Early Years Partnership and Education Standards Group. This will continue to focus on the outcomes of many of the equality groups. Any negative changes will be subject to an action plan resulting from the annual Attainment, Quality and Standards Reports

The outcomes of Ofsted inspections of schools, settings and childminders will continue to be closely monitored to ensure visits and training are prioritised in such a way as to ensure continued growth in the proportion of good and outstanding settings. This will ensure children have more opportunity to use a high quality setting

The demand for and response rate to children referred for statutory assessment support and multi-disciplinary assessment will be monitored with the aim of ensuring any waiting time is reduced or eradicated.

Training for providers of childcare and early years education will need to include content on meeting the needs of, and improving outcomes for, BAME children, boys and children with disabilities

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children's Services

Clare Clare O'Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration

**INITIAL EQUALITY IMPACT ASSESSMENT – SERVICE CHANGE
REDUCTION TO MANAGEMENT CAPACITY IN THE EARLY YEARS SERVICE**

Department	Children’s Services
Service	Early Years Management Capacity
People involved	Rob Nicholson

<p>1. What are the aims of the service and what changes are being proposed?</p> <p>The service aims to improve outcomes for all children in the foundation years and by the age of 5.</p> <p>The service aims to close the gap between the most disadvantaged children and the rest and to close the attainment gap between the 20% lowest attaining and the rest at age 5.</p> <p>It is proposed to delete the 3FTE posts of Deputy Locality Coordinators to achieve a saving of £150,000 per year. Their work with Children’s Centres will end.</p> <p>It is also proposed to further reduce the senior management in the service by 2FTE from the current 5FTE in order to achieve a saving of £100,000. A pool arrangement will result in 2 posts being identified for redundancy and the work to manage the continuing statutory functions of the service will be distributed as part of a restructure that will involve the two deputy heads of service taking on additional direct management duties across 5 work streams below: -</p> <ul style="list-style-type: none"> • Identification and planning for children with additional needs and coordination of targeted support plus coordination and leadership of a locality multi agency team. • Support and improvement to the Borough’s Children Centres plus coordination and leadership of a locality multi agency team. • Coordination, leadership and management of the team responsible for Ofsted-compliance, quality, training, improvement and special needs assessment and advice to the Borough’s 300 childminders, 150 non-maintained and 60 maintained settings and children with special needs who attend them. This role will also have a workload of settings and assessment requiring direct work. • Specialist provision for children with special needs and disabilities as part of an early intervention service (including Portage, Early Support, and a Resource Base service) • Business management, contract commissioning and administration across the service
<p>2. What is the rationale behind these changes?</p> <p>Having undergone a period of considerable growth with Government grant funding and large number of major initiatives implemented over the last 10 years the Early Years Service should now concentrate on sustaining and improving early years provision including Children’s Centres, Locality Multi Agency Teams, and Support, Intervention and Training for the Borough’s 300 childminders, 150 non-maintained and 60 maintained settings. Given that Council budgets in the future will be significantly reduced, front line services are being protected as far as possible by ensuring that a significant proportion of the reductions are in management and back office posts.</p>

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With other reductions in direct provision by the Early Years Service the service managers of the service will need to prioritise its resources to support and intervene with the weaker settings and in supporting children with the greatest needs.
Systems to identify, assess, refer and support young children with special educational needs, additional needs and disabilities should be sustained following development.

3. What information do you have on the service and the potential impact of your service change in relation to the following?

	List information you have. Do not put what the information shows you
Race	<p>One post of Deputy Locality Coordinator is vacant. Of the 7 staff potentially affected by the changes (either through being identified for redundancy or vulnerable from being in a ring-fenced pool): -</p> <p>3 are from BAME groups (these are all at the senior management PO6 level)</p> <p>4 are not from BAME groups</p> <p>All children under 5 who will go on to attend Wandsworth schools The most detailed analysis of the profile of under 5s takes place at the end of the reception year for those children attending Wandsworth schools as part of the schools census. Based on the assumption that the profile of each cohort will be broadly similar: -</p> <p>15% are Asian 21% are Black 12% are mixed background 44% are white 3% are from other groups 1% are unknown Meaning 48% are from BAME groups 41% of children have English as an additional language Users of Children’s Centres and locality multi agency teams</p> <p>Of the 5271 children using Children’s Centres or locality multi agency teams in 2010-11</p> <p>69% are from BAME groups 31% are White British</p>
Gender	<p>One post of Deputy Locality Coordinator is vacant. Of the 7 staff potentially affected by the changes: -</p> <p>1 is male 6 are female</p>

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	<p>All children under 5 (schools census) 49% are girls 51% are boys</p> <p>Users of Children’s Centres and locality multi agency teams 49% are girls 51% are boys</p>
Disability	<p>One post of Deputy Locality Coordinator is vacant. Of the 7 staff potentially affected by the changes: - 2 have a registered disability</p> <p>All children under 5 (schools census) 6% have a disability or primary need such as speech and language delay or autistic spectrum disorder</p> <p>Users of Children’s Centres and locality multi agency teams Of the 5271 service users, 75 (1%) used services for disabled children.</p>
Age	<p>All children under 5 (schools census) 34% are summer born</p> <p>Users of Children’s Centres and locality multi agency teams 24% were aged 0 23% were aged 1 23% were aged 2 16% were aged 3 9% were aged 4 4% were aged 5</p>
Faith	No information available
Sexual Orientation	No information available

4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Race		<p>The reduction overall in management, coordination and leadership capacity could result in services becoming less focused on the need to engage and support families with young children from BAME groups.</p> <p>In all service areas it will be important to continue to measure and monitor the use of service and outcomes for various BAME groups- especially those that tend to have poorer outcomes in the</p>

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		<p>Borough.</p> <p>The reduction of 5FTE management posts could reduce the number of black staff in senior management positions in the service and department.</p> <p>The effect will be mitigated by the use of a ring-fenced pool which provides an opportunity for all senior managers to be considered equally for redundancy. There would be no disadvantage on the basis of ethnicity.</p>
Gender		<p>The reduction of 3 FTE locality Deputy Coordinators will result in the loss of one of the 4 male members of staff in the Early Years service.</p> <p>The effect could be mitigated by providing a ring-fenced opportunity to apply for the post of manager of the Yvonne Carr Centre. However the staff member has indicated that he would not wish to be considered.</p>
Disability		<p>The reduction overall in management, coordination and leadership capacity could result in services becoming less focused on the need to engage and support families with young children with disabilities.</p> <p>In all service areas it will be important to continue to measure and monitor the use of service and outcomes for protected characteristics</p> <p>The reduction of 2FTE senior management posts could reduce the number of staff with a registered disability in senior management positions in the service and department.</p> <p>The effect will be mitigated by the use of a ring-fenced pool which provides an opportunity for all senior managers to be considered equally for redundancy. There would be no disadvantage as a result of having a disability.</p>
Age		<p>There is no adverse impact of the change on the age profile of service users.</p> <p>The reduction of 5 FTE management posts could result in the loss of skills and experience built up</p>

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		over time by the most experienced staff members.. The effect will be mitigated by the use of a ring-fenced pool which provides an opportunity for all senior managers to be considered equally for redundancy or the new post at the Yvonne Carr Centre. There would be no disadvantage as a result of the age of staff in the ring-fence
Faith		
Sexual orientation		

5. Is a full EIA required? No.

The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clear Clare O'Connor, Policy Co-ordinator - Equality on ext 7816.

- Is the service a frontline service? Yes
- Is it clear what impact the service change will have on all the equality groups? Yes
- Overall will the change have a negative impact on any of the equality groups? The mitigating factors need to be noted

Comments - Please give the rationale here for not undertaking a full EIA

The changes relate to leadership, coordination and management functions as well as the key work of coordinating front-line work and managing urgent problems, service demands and safeguarding concerns.

Any adverse effects will be on the ongoing efficiency of the frontline multi agency services that the current posts lead and manage and to the profile and representation of protected groups in senior management within the Children's Services Department.

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access to the service or monitoring of the service? (please list)

Ensure that the new service management structure does not leave service providing for children from BAME groups and children with disabilities at a disadvantage in terms of management support, leadership and coordination. This will be monitored through ongoing service-wide and team-level analysis of service uptake and reach and outcomes for the various relevant protected groups. Action at a management level would be needed if there was evidence of a vulnerable and protected group suffering disproportionately as a result of the service restructure.

Undertake a fair and transparent process in selecting staff for redundancy that does not disadvantage on the basis of age, gender, ethnicity, disability or sexual orientation and is therefore in line with the Council's equal opportunities policy.

Signed

Date: 2nd November 2011

Approved by:

Mary Evans, Deputy Director of Children's Services

Proposed Service Changes, Policy and Development Department

Clare Clare O'Connor, Policy Co-ordinator - Equality, Policy Analyst, Administration