



## EQUALITY/COMMUNITY IMPACT ASSESSMENT

<p><b>1.What is the name of the savings proposal and its current status?</b></p>
<p>SFL102: Review Children's Centre Provision</p>
<p><b>2. Which Service is responsible for this proposal?</b></p>
<p>Support for Learning</p>
<p><b>3. Does this proposal impact on other services or other service savings proposals and if so, have you discussed this proposal with the Service Directors from those other services?</b></p>
<p>This proposal will not impact on savings proposals from other services. The changes will impact on the availability of space in Children's Centres for Council services to use and charges will be introduced for the use of space during the times when satellites centres are closed (outside of the 20 hours per week)</p>
<p><b>4.Please state the name of the officer leading the EIA</b></p>
<p><b>5. Who has been involved in undertaking this assessment e.g. list the stakeholder groups which have been involved?</b></p>
<p>The Equality Impact Assessment is based upon the needs analysis undertaken as part of the Children's Centre Strategy 2012 – 14 and has informed the redesign of Children's Centres set out in the report. The needs assessment attached as appendix 1 was based on the following information</p> <ol style="list-style-type: none"> <li>1. Numbers of Children in Households living poverty</li> <li>2. % of those in workless households</li> <li>3. % of those black and minority ethnic groups know in area under 5 years</li> <li>4. Total of lone parents with children under 5</li> <li>5. Total male lone parents or couples with children under 5</li> <li>6. Families supported at levels 3 ,4 and 5 of the Children's Needs and Response Framework .</li> </ol> <p>In developing the model consideration has also been given to the number of children under 5 in each area and children accessing the centres.</p> <p>The Children's Centre Strategy was led by the Children's Centre Strategic Advisory Board and a period of consultation took place from November 2011 to January 2012. The Advisory Board has representatives from</p> <ul style="list-style-type: none"> <li>• Rochdale Borough Wide Housing</li> <li>• Job Centre Plus</li> <li>• Homestart</li> <li>• Pennine Acute NHS Trust</li> <li>• Pennine Care Foundation Trust</li> </ul>

- Rochdale MBC
- Action for Children (now Barnardos)
- Parents
- Private childcare sector
- Drug and Alcohol Services

Children's Centre staff were also consulted.

The Children's Trust was consulted through the Readiness for School Lead Group which approved the Strategy at its meeting in June.

#### **6. What is the scope of this assessment?**

- **-what is included in this assessment**
- **-does this proposal link to any other proposals (i.e. previous or current). If so, please state**

This assessment draws on the analysis of local need which informed the development of the Children's Centre Strategy. The needs analysis considers the nationally prioritised target groups along with local priorities including children living in poverty, looked after children and children on the child protection register.

There are no specific links to other proposals although discussions will take place as part of the consultation, particularly with partners about minimising the impact of services being delivered at a greater distance on vulnerable families.

#### **7 a). What does the function currently do? b). Describe the needs which this service meets?**

Children's Centres provide integrated services for children 0 – 16 years, focusing particularly on children aged under 5 and their families. Partners working together to deliver a range of services is central to the ethos of Children's Centres and to ensuring that families Services include Early Years provision, antenatal and postnatal care, Homestart, training and employment support, contact sessions and in some centres daycare. Universal services are available with a specific focus on targeted / vulnerable families including workless households, lone parents, teenage parents, pregnant teenagers, disabled children, fathers, and children in poverty. Children's Centres are central to the Government's child poverty agenda and to improving children's "school readiness".

#### **8. What changes do you propose to make?**

Currently there are 16 Children's Centre. It is proposed that:

- 7 of the existing Centres will be designated Lead Centres and will deliver the full range of services. These are Langely, Derby Street, Sandbrook, Newbold, Deeplish, Howard Street and Belfield.
- 9 of the existing Centres will become satellite centres. Details of their location and the Lead Centres which they link to are provided in the Cabinet Report in table 4.5 entitled the Hub and Spoke Model.

The 9 satellite centres will offer a reduced range of services and will operate at reduced hours (i.e. they will be open for an average of 20 hours each week depending on need).

#### **9. Who are the key stakeholders who may be affected by the changes proposed?**

Children under 5  
Families

Pennine Acute NHS Trust, Pennine Care Foundation Trust. and JobCentre Plus (statutory duties)  
Other voluntary and statutory partners  
Schools  
Local councillors

## 10. What impact will this proposal have on all the protected groups

### **Race Equality**

The proposals take into account specifically the number of children under 5 from black and minority ethnic communities as these are a key target group, as defined by Ofsted due to the specific needs of this group. The proposal is to retain a 'lead centre' at Deeplish, Howard Street and Belfield. All are located in areas with higher numbers of children from black and minority ethnic communities.

Heybrook Children's Centre which is located in an area with a high percentage of black and minority ethnic families will no longer provide a full core offer. Evidence of participation in services at this centre shows that uptake is low. The intention will be, where resources allow to support families via South Street Nursery School.

Hamer and Castlemere Children's centres will continue to operate and provide services in key geographical areas of the Borough as satellite centres.

### **Disabled People**

The range of services provided will remain the same but accessing those services will be more difficult for disabled children and adults due to satellite centres not offering the full core offer. It is anticipated that all centres will offer key health services (antenatal and postnatal appointments), early years services and contact sessions. Families will need to travel further to access other services which used to be available at their local centre but will now be available only at their lead centre e.g. parenting programmes, employment training and advice.

### **Carers**

The proposals may impact negatively on this protected group as carers of disabled children will need to travel further in order to access services which are currently available at their local children's Centre.

### **Gender**

The proposals do not impact negatively on this protected group

### **Older and Younger People**

This proposal will impact on children up to the age of 5 and their families which includes grandparents who look after grandchildren.

### **People who are Socio-Economically Disadvantaged**

The needs assessment prioritised deprivation indicators at lower super output level, specifically measures including child poverty and workless households to inform the proposals. The Lead Centres are all located in areas of higher deprivation in order to ensure that the majority of families who are socio-economically disadvantaged can access key services locally which will mitigate against negative impact. Socio-economically disadvantaged families who are located in less deprived areas however will have to travel further to access some services as their local centre will become a satellite centre with a reduced offer of services.

### **Religion or Belief**

The proposals do not impact negatively on this protected group

<b>Sexual Orientation</b>
The proposals do not impact negatively on this protected group
<b>Gender Reassignment</b>
The proposals do not impact negatively on this protected group
<b>Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks</b>
Antenatal and postnatal care is central to the integration of Children's Centre services and improved outcomes for mothers and children. The proposal sets out that all 16 centres continue to provide core health services which would include the continuation of all current services. Pregnant women should therefore be able to access services close to their home as they are currently able to do. Access to Family Journey (a universal parenting programme from antenatal through to school age) will no longer be provided in 14 centres but will be provided only in the 7 lead centres. This will require mothers to travel further to access this service
<b>Marriage or Civil Partnership</b>
The proposals do not impact negatively on this protected group

<b>11. What are the main conclusions arising from this analysis?</b>	
The needs assessment used to inform this proposal has ensured that the needs of most protected groups have been considered and prioritised in deciding on the model proposed. Sure Start will continue to work hard with partners to ensure that we support families to access services at other venues / agencies where possible in order to minimise the need to travel across the area.	
<b>12. What measures do you propose to put in place to mitigate any adverse impacts?</b>	
<b>Possible Adverse Impact</b>	<b>Mitigation Measure</b>
Disabled children have a reduced access to services.	Refocus referrals to Barnardos to prioritise families who will access a satellite centre and support them to access services at a Lead Centre if required.
Services at lead centre oversubscribed.	Manage waiting lists and prioritise key target groups
Increased distance to access services discourages vulnerable families, particularly on low incomes from attending.	Ensure a good geographical spread of services across the cluster.  Maximise referrals for home visiting where appropriate as a step to accessing centres
By reducing services in satellite centres workers may be less able to identify early signs of concern in children / families.	Continue to maximise all opportunities for staff in Children's Centres and partner agencies to work together to support families

**What evidence do you have which demonstrates that these measures will be effective?**

The measures set out above are currently used to manage waiting lists where required and partnership working underpins local working.  
The work commissioned with Barnardos can be refocused through joint discussions as required.

**13. Please attach a copy of your consultation action plan.**

**Please briefly outline below who has been consulted and which consultation methods were used.**

Children's Centre Strategic Advisory Board (membership outlined in Section 5), via their regular meetings.

Users of the Children's centres via parents/carers forums and via the council web site.

**14. Please complete the mitigation action plan below.**

***Mitigation Action Plan***

Mitigation Measure	Action	Responsible Officer	End Date	Status
Refocus referrals to Barnardos to prioritise families who will access a satellite centre and support them to access services at a Lead Centre if required.	Discuss in review meetings with Barnardos and look to refocus Service level Agreement from April 2013		March 31 <sup>st</sup> 2012	
Manage waiting lists and prioritise key target groups	Managers of Children's Centres. Reviewed through supervision.		Review as new model is rolled out	
Ensure a good geographical spread of services across the cluster.	Develop through consultation and ensure final model reflects this		December 31 <sup>st</sup> 2012	
Maximise referrals for home visiting where appropriate as a	Managers of Children's Centres. Reviewed		Review as new model is rolled out	

step to accessing centres	through supervision			
Continue to maximise all opportunities for staff in Children's Centres and partner agencies to work together to support families	Managers of Children's Centres. Reviewed through supervision. Ensure pathways are reviewed for effectiveness		Review as new model is rolled out	

**15. Equality impact analysis sign off by the Director of Service, and an Executive Leadership Team (ELT) Representative**

<b>Name</b>	<b>Position</b>	<b>Date</b>
		3 <sup>rd</sup> September 2012

## APPENDIX 1 NEEDS ASSESSMENT

LSOA	Children in Households in poverty (dependent Children under 20 )	% of those in workless households known in area	% of those from BME groups known in area under 5	Total of Lone Parents with children under 5	Total of male lone parents and couples (assumption 1 of couple is a father)	Nos of those families supported at Level 3, 4 and 5 October 2011
	DWP 2009	Source: DWP WPLS 100% data and HMRC Child Benefit administrative data.	Source: Child Health	Source:ONS Crown Copyright Reserved [from Nomis on 13 October 2011] 2001 census - census area statistics		RMBC 2011
<b>Key</b>		over 4 areas				
		over 3 areas				
E01005464	40 – 60%	44.12%	24.26%	55	55	3
E01005465	#N/A	23.62%	15.75%	9	59	3
E01005466	40 – 60%	50.85%	20.34%	67	48	5
E01005467	40-60%	46.96%	13.81%	34	50	8
E01005468	#N/A	12.50%	7.50%	6	72	0
E01005469	#N/A	22.52%	32.43%	9	58	1
E01005470	40 – 60%	27.32%	80.87%	18	98	2
E01005471	30-39.9%	24.54%	66.87%	9	75	2
E01005472	30-39.9%	49.08%	34.36%	39	55	1
E01005473	30-39.9%	25.74%	70.59%	19	63	2
E01005474	20-29.9%	16.95%	37.29%	9	32	0
E01005475	30-39.9%	16.56%	72.19%	24	61	1
E01005476	#N/A	24.04%	8.65%	18	66	0
E01005477	30-39.9%	31.25%	17.19%	41	57	1
E01005478	20-29.9%	26.72%	22.90%	17	35	0
E01005479	20-29.9%	17.05%	15.91%	12	47	1
E01005480	20-29.9%	19.48%	31.17%	9	54	1
E01005481	20-29.9%	19.42%	32.04%	22	70	0
E01005482	40 – 60%	45.16%	54.84%	21	28	2
E01005483	40-60%	30.77%	67.69%	25	51	6
E01005484	40-60%	40.91%	68.18%	24	56	4
E01005485	30-39.9%	14.78%	80.79%	12	106	0
E01005486	30-30.9%	35.71%	63.78%	27	68	2
E01005487	30-39.9%	20.11%	63.79%	29	72	1
E01005488	#N/A	8.70%	16.52%	25	118	0
E01005489	#N/A	14.08%	15.49%	10	54	0
E01005490	30-39.9%	40.40%	19.19%	27	44	1
E01005491	20-29.9%	25.32%	22.78%	21	52	0
E01005492	#N/A	7.46%	22.39%	6	63	0
E01005493	#N/A	12.50%	27.50%	3	64	0
E01005494	#N/A	24.65%	32.39%	21	70	0
E01005495	20-29.9%	25.25%	29.29%	15	47	3

E01005496	<b>30-39.9%</b>	48.15%	17.78%	40	43	0
E01005497	40-60%	52.47%	8.64%	46	71	2
E01005498	<b>20-29.9%</b>	25.00%	6.67%	25	72	1
E01005499	<b>#N/A</b>	14.15%	3.77%	12	57	0
E01005500	<b>#N/A</b>	26.04%	4.17%	22	77	1
E01005501	<b>30-39.9%</b>	49.45%	3.30%	41	51	2
E01005502	<b>20-29.9%</b>	27.78%	4.44%	24	64	0
E01005503	<b>#N/A</b>	13.16%	0.00%	6	62	0
E01005504	<b>30-39.9%</b>	36.04%	7.21%	18	58	1
E01005505	<b>30-39.9%</b>	41.67%	3.79%	42	62	1
E01005506	n/a	23.53%	4.71%	19	67	0
E01005507	<b>20-29.9%</b>	33.65%	3.85%	26	72	2
E01005508	<b>#N/A</b>	0.00%	8.05%	3	44	0
E01005509	40 – 60%	40.54%	9.01%	44	47	1
E01005510	<b>#N/A</b>	8.93%	8.93%	3	49	0
E01005511	<b>#N/A</b>	20.83%	2.78%	9	52	0
E01005512	<b>20-29.9%</b>	29.41%	9.41%	13	50	0
E01005513	40-60%	56.07%	7.48%	45	44	3
E01005514	<b>30-39.9%</b>	32.97%	6.59%	25	39	3
E01005515	40-60%	68.18%	3.25%	49	38	2
E01005516	<b>#N/A</b>	22.06%	2.94%	9	69	1
E01005517	<b>#N/A</b>	19.23%	5.77%	3	57	0
E01005518	<b>20-29.9%</b>	41.10%	4.11%	15	58	2
E01005519	<b>#N/A</b>	17.39%	1.74%	15	79	0
E01005520	<b>#N/A</b>	19.23%	0.96%	26	61	0
E01005521	<b>#N/A</b>	7.25%	4.35%	3	74	3
E01005522	<b>20-29.9%</b>	21.74%	4.35%	17	71	2
E01005523	<b>#N/A</b>	11.36%	2.27%	18	52	1
E01005524	<b>#N/A</b>	29.41%	14.12%	17	51	0
E01005525	40-60%	41.67%	19.44%	37	51	2
E01005526	<b>30-39.9%</b>	29.41%	16.67%	27	70	1
E01005527	40-60%	57.69%	9.62%	37	36	2
E01005528	<b>30-39.9%</b>	37.74%	6.60%	47	31	0
E01005529	40 - 60 %	30.00%	12.00%	47	46	1
E01005530	<b>#N/A</b>	12.20%	7.32%	6	55	0
E01005531	<b>#N/A</b>	20.83%	12.50%	24	39	0
E01005532	<b>30-39.9%</b>	43.27%	10.58%	31	58	1
E01005533	<b>#N/A</b>	16.48%	13.19%	15	48	0
E01005534	<b>20-29.9%</b>	18.29%	10.98%	15	60	1
E01005535	<b>20-29.9%</b>	32.61%	4.35%	27	51	0
E01005536	<b>30-39.9%</b>	40.18%	7.14%	28	47	3
E01005537	<b>#N/A</b>	0.00%	3.51%	9	56	0
E01005538	<b>30-39.9%</b>	28.46%	8.94%	45	63	1
E01005539	<b>20-29.9%</b>	36.76%	4.41%	12	50	0
E01005540	<b>#N/A</b>	14.29%	7.62%	24	56	0
E01005541	<b>#N/A</b>	21.13%	6.34%	24	81	0
E01005542	<b>20-29.9%</b>	22.52%	10.81%	30	41	2
E01005543	<b>#N/A</b>	14.71%	2.94%	12	34	0
E01005544	<b>#N/A</b>	0.00%	5.88%	0	38	0
E01005545	<b>#N/A</b>	0.00%	17.78%	3	49	0
E01005546	<b>#N/A</b>	18.29%	12.20%	12	51	0
E01005547	<b>20-29.9%</b>	16.13%	8.06%	16	59	0



E01005548	<b>20-29.9%</b>	13.27%	8.85%	19	37	1
E01005549	<b>#N/A</b>	0.00%	8.97%	0	56	0
E01005550	<b>#N/A</b>	6.41%	6.41%	15	37	0
E01005551	40-60%	43.05%	7.28%	45	34	0
E01005552	40-60%	55.85%	9.04%	68	60	1
E01005553	40-60%	54.88%	4.88%	39	36	2
E01005554	<b>#N/A</b>	26.60%	7.45%	28	72	0
E01005555	<b>#N/A</b>	6.10%	6.10%	6	79	0
E01005556	<b>#N/A</b>	11.36%	4.55%	12	75	1
E01005557	<b>#N/A</b>	0.00%	6.12%	18	54	0
E01005558	<b>20-29.9%</b>	23.36%	0.93%	19	41	1
E01005559	<b>30-39.9%</b>	33.98%	1.94%	24	51	0
E01005560	<b>#N/A</b>	25.00%	3.75%	9	64	1
E01005561	<b>#N/A</b>	5.49%	4.40%	6	46	0
E01005562	<b>#N/A</b>	22.94%	3.67%	25	71	1
E01005563	40-60%	33.78%	45.95%	25	82	1
E01005564	40-60%	31.67%	71.49%	36	102	1
E01005565	40-60%	36.84%	37.89%	27	74	3
E01005566	40-60%	41.47%	31.34%	42	68	0
E01005567	<b>#N/A</b>	18.35%	11.01%	38	71	0
E01005568	40-60%	48.39%	54.30%	69	77	1
E01005569	40-60%	31.03%	53.10%	31	56	1
E01005570	<b>#N/A</b>	8.62%	8.62%	9	45	0
E01005571	<b>#N/A</b>	6.94%	12.50%	6	61	0
E01005572	<b>#N/A</b>	11.11%	22.22%	3	76	0
E01005573	<b>#N/A</b>	0.00%	9.78%	6	81	0
E01005574	<b>#N/A</b>	15.46%	30.93%	3	65	1
E01005575	<b>#N/A</b>	6.58%	27.63%	3	63	0
E01005576	<b>#N/A</b>	13.33%	45.33%	3	35	0
E01005577	<b>#N/A</b>	9.26%	11.11%	9	57	0
E01005578	40-60%	34.72%	59.03%	27	90	1
E01005579	40-60%	42.51%	69.23%	56	64	7
E01005580	<b>30-39.9%</b>	24.69%	54.94%	12	75	2
E01005581	40 - 60 %	39.01%	77.30%	30	78	1
E01005582	<b>30-39.9%</b>	13.44%	84.95%	27	116	0
E01005583	40-60%	28.66%	85.35%	22	108	1
E01005584	40-60%	24.24%	80.61%	28	115	1
E01005585	40-60%	34.38%	61.88%	17	100	1
E01005586	40-60%	46.05%	34.87%	38	46	10
E01005587	<b>#N/A</b>	8.33%	11.67%	12	86	0
E01005588	<b>#N/A</b>	20.55%	13.70%	3	50	0
E01005589	<b>20-29.9%</b>	36.84%	18.95%	12	65	1
E01005590	<b>30-39.9%</b>	24.00%	65.60%	21	76	2
E01005591	<b>#N/A</b>	17.05%	11.36%	21	61	1
E01005592	40-60%	31.03%	30.34%	43	49	1
E01005593	<b>30-39.9%</b>	34.48%	19.31%	38	84	0
E01005594	<b>#N/A</b>	24.10%	15.66%	18	46	0
E01005595	<b>20-29.9%</b>	29.41%	18.82%	21	47	0
E01005596	<b>#N/A</b>	7.63%	17.56%	9	73	0
E01005597	<b>#N/A</b>	8.85%	5.31%	15	58	0
E01005598	<b>#N/A</b>	10.42%	4.17%	9	66	0
		28.18%	27.61%	2968	8188	137

Prioritised all LSOAs with poverty levels between 40 – 60%