

## EQUALITY IMPACT ASSESSMENT

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

### SECTION 1:

What are you analysing, What is the policy/project/activity/strategy looking to achieve?

Who is it intended to benefit? Are any specific groups targeted by this decision?

What results are intended?

This equalities impact assessment (EIA) seeks to assess the impact of options for change to Children's Centres in Slough on children, families and staff who have protected characteristics. The council has consulted on options for change, with the result of that consultation informing this updated EQIA.

The consultation related to proposed changes to the Children's Centre delivery model and the Early Education and Childcare delivered through them.

Slough has 10 Children's Centres operating across the borough.

A Children's Centre is defined in the Children Act 2006 as a place or a group of places: which is managed by or on behalf of, or under arrangements with, the local authority with a view to securing that early childhood services in the local authority's area are made available in an integrated way; through which early childhood services are made available (either by providing the services on site, or by providing advice and assistance on gaining access to services elsewhere); and at which activities for young children are provided.

The core statutory function of Children's Centres is:

- To improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in:
  - child development and school readiness,
  - parenting aspirations and parenting skills; and
  - child and family health and life chances.

Review work has been undertaken in relation to both the Children's Centre model and the directly delivered early education and childcare provision offered via the centres.

This review work and the drivers informing it, have identified options for change for consideration and consultation.

It is anticipated that all disadvantaged groups including those with protected characteristics within the target demographic of 0 – 19 year olds and up to 25 year olds with special educational needs and disabilities SEND and their families could both benefit and be negatively impacted by the changes referenced in the options. This is because the modified service will seek to improve the identification and targeting of family support to those most in need with a view to improving outcomes for young children and their families and reducing inequalities between families in greatest need and their peers whilst also discontinuing aspects of services currently provided.

The draft options aim to achieve the dual outcome of creating a new model that improves the targeting of support to vulnerable families whilst reducing the overall cost of the services in question.

Related review outcomes are summarised as follows:

### Summary of key review findings

<b>Children’s Centres component</b>	<b>Early Education and Childcare component</b>
Capacity to provide key children’s centre functions has diminished overtime with resource reduced and / or reassigned to address other areas of need	Directly delivered offer via Children’s Centres being provided at cost to the Council
The model has evolved to be primarily concerned with the provision of early education and childcare, resulting in capacity to deliver key core children’s centre functions being constrained	Directly delivered offer via Children’s Centres provided in areas with surplus capacity.
Core functions and offer have been maintained but spread thinly and unevenly across the range of centres and associated localities	Directly delivered offer provided in areas with sufficient capacity to meet requirements.
Capacity to identify and target those most in need of support is limited within the service itself with broader targeted work undertaken via the Targeted Early Help Service.	Operational management required to provide management and coordination for both early education and childcare offer and management and leadership of Children’s Centres. This present a significant challenge to enabling both needs to be adequately met

<b>Summary of the case for change</b>	
<b>Children's Centres component</b>	<b>Early Learning and Childcare component</b>
The need to consolidate limited resources to enable children's centre sufficiency.	The need to ensure Council resources are not deployed for the provision of early education and childcare unless there is a clear and agreed business case for doing so
The need to enable key Children's Centre functions to be fulfilled and focused on core Children's Centre requirements	The need to ensure that the sufficiency of early education and childcare offer is maintained without the Council necessarily providing the service itself.
The recognition that resources and associated approach needs to enable and ensure the coordination and targeting of early childhood services at the most vulnerable	The need to continue to enable the provider market to maintain the offer so it may meet need and address gaps.

**Summary of headline options for change**

<b>Children's Centre Options</b>	<b>Potential benefits</b>	<b>Potential constraints</b>
1. To close 8 of the existing 10 Children's Centres and establish a new 2 centre model which maintains 3 early learning and childcare provisions (Recommended)	Reduces cost and allows for the consolidation of Children's Centre resources to enable greater targeting of those most in need	80% reduction in the number of physical Children's Centre outlets and the associated contact / service access points for families in affected areas, particularly vulnerable children, and families. Impact of resultant discontinuation of directly delivered childcare on sufficiency and family access.
2. To close 8 of the existing 10 Children's Centres and establish a new 2 centre model which maintains 2 early learning and childcare provisions	Reduces cost and allows for the consolidation of Children's Centre resources to enable greater targeting of	80% reduction in the number of physical Children's Centre outlets and the associated contact / service access points for families in affected areas, particularly vulnerable children, and families. Impact of resultant discontinuation of directly delivered childcare on sufficiency and family access.

	those most in need	
3. To close 9 of the existing 10 Children's Centres and establish a boroughwide Children's Centre model and discontinue all directly delivered early education and childcare	Reduces cost and allows for the consolidation of Children's Centre resources to enable greater targeting of those most in need	90% reduction in the number of physical Children's Centre outlets and the associated contact / service access points for families in affected areas, particularly vulnerable children, and families. Impact of resultant discontinuation of directly delivered childcare on sufficiency and family access.

Details of the lead person completing the screening/EIA	(i) Full Name: Neil Hoskinson (ii) Position: Associate Director for Education and Inclusion (iii) Unit: Education and inclusion (iii) Contact Details: neil.hoskinson@slough.gov.uk
Date sent to Finance	
Version number and date of update	V2.0 (post consultation update)

## SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

### 2.1

Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal.

- *If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends, or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.*
- *Consider whether there is a need to consult stakeholders and the public, including members of protected groups, to gather information on potential impacts of the proposal.*

The changes being considered relate to the development of a new Children’s Centre delivery model. The new model aims to benefit the 19,873 households with dependent children in the borough with a particular focus on families with 12,415 children aged 0-4.

How many people use the service currently? What is this as a % of Slough’s population?	3,010 residents attended a session from January 2021 – November 2022. This is 1.9% of Slough’s population (158,500 in the 2021 census).  410 people completed the survey. 374 respondents live in Slough (0.2% of Slough’s population). 241 respondents stated that they use Children’s Centres to access services (0.2% of Slough’s population and 8.0% of the estimated 3,010 users from the EIA).
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Gender	<p>Male - 1051 Female – 1927 Not Known – 32</p> <p>Both the EIA and survey had an overrepresentation of female users/respondents compared to the population in the 2021 Census. The results of the survey align with the EIA.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="7">Sex</th> </tr> <tr> <th rowspan="2">Sex</th> <th colspan="2">EIA</th> <th colspan="2">Survey</th> <th colspan="2">2021 Census</th> </tr> <tr> <th>Total</th> <th>%</th> <th>Total</th> <th>%</th> <th>Total</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>1,051</td> <td>34.9%</td> <td>69</td> <td>18.5%</td> <td>78,495</td> <td>49.5%</td> </tr> <tr> <td>Female</td> <td>1,927</td> <td>64.0%</td> <td>276</td> <td>74.2%</td> <td>80,005</td> <td>50.5%</td> </tr> <tr> <td>Not known</td> <td>32</td> <td>1.1%</td> <td>27</td> <td>7.3%</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p><i>Gender identity</i> The service does not hold data on the gender identity of its users, therefore there was no data included in the EIA.</p> <p style="text-align: center;">Gender identity</p>	Sex							Sex	EIA		Survey		2021 Census		Total	%	Total	%	Total	%	Male	1,051	34.9%	69	18.5%	78,495	49.5%	Female	1,927	64.0%	276	74.2%	80,005	50.5%	Not known	32	1.1%	27	7.3%	-	-
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Gender same as sex assigned at birth	Survey		2021 Census	
	Total	%	Total	%
Yes	340	91.4%	107,503	90.4%
No	23	6.2%	1,081	0.9%
Not known	9	2.4%	10,351	8.7%

*Please note, most respondents who selected “no” in the survey did not specify a gender – this was the same in Slough and nationally in the 2021 census. 3 respondents specified in the survey.*

**Race**

Any Other Ethnic Group	66
Any Other Mixed Background	43
Asian - Any Other Asian Background	126
Asian or Asian British - Bangladeshi	21
Asian or Asian British - Indian	556
Asian or Asian British - Pakistani	714
Asian or Asian British - Sikh	66
Asian Pakistani	2
Black - Any Other Black Background	18
Black Caribbean	1
Black or Black British - African	69
Black or Black British - Caribbean	11
Chinese	14
Gypsy / Roma	2
Traveller of Irish Heritage	1
White - Any Other White Background	356
White and Asian	44
White and Black African	39
White and Black Caribbean	24
White British	320
White European	1
White Irish	5
White Other	1
White/Black Caribbean	1
Not Known	509

*Ethnicity*

The proportion of users from different ethnic groups in the EIA mostly aligns with the 2021 Census, but the EIA had a higher representation of Asian ethnic groups and a lower proportion of White ethnic groups. The survey, on the other hand, had a higher representation of White ethnic groups and lower representation of Asian ethnic groups than both the EIA and 2021 census.

Broad ethnicity

Ethnicity	EIA		Survey		2021 Census	
	Total	%	Total	%	Total	%

White: Total	683	27.4%	157	42.2%	57,134	36.0%
Mixed: Total	151	6.1%	12	3.2%	6,311	4.0%
Asian or Asian British: Total	1,485	59.7%	121	32.5%	74,093	46.7%
Black or Black British: Total	88	3.5%	34	9.1%	11,992	7.6%
Chinese or other ethnic group: Total	82	3.3%	1	0.3%	7,144	4.5%
Not known	509	20.4%	47	12.6%	-	-

*Please note, the 2021 census used different categories to the survey and EIA, so only data for the broad ethnic groups has been included here.*

**Disability**

Yes – 8  
No – 2883  
Not Known – 119

The EIA noted there were 886 children under 5 with SEND (0.6% of Slough’s population).

The online survey did not specifically ask about children under 5 with SEND using Slough’s Children’s Centres. 63 survey respondents (16.9% of respondents, 0.04% of Slough’s population) had a child under 18 with a disability. Differences in age groups between the EIA and survey data prevent accurate comparison.

Children with a disability

Disability/SEND	EIA (age 0-5)		Survey (age 0-17)	
	Total	%	Total	%
Yes	8	0.3%	40	10.8%
No	2,883	95.8%	295	79.3%
Not known	119	4.0%	37	9.9%

**Sexual orientation**

The service doesn’t currently securing monitoring information re: sexual orientation.

The service does not hold data on the sexual orientation of its users, therefore there was no data in the EIA. The results of the survey mostly align with the

2021 Census, but with a lower proportion of straight or heterosexual respondents and higher proportion of respondents not stating their orientation.

Sexual orientation

Sexual orientation	Survey		2021 Census	
	Total	%	Total	%
Straight or Heterosexual	283	76.1%	104,943	88.2%
Gay or Lesbian	2	0.5%	806	0.7%
Bisexual	4	1.1%	1,095	0.9%
Other	0	0.0%	1,507	1.3%
Not known	83	22.3%	11,677	9.8%

Age

0 – 5 = 1367  
 6 – 10 = 35  
 11 – 20 = 24  
 21 – 30 = 424  
 31 – 40 = 910  
 41+ = 213  
 Not Known = 37

Slough has a young population, with 25% of the population aged 0-15. There were 14,350 residents aged 0-5 in the 2021 census (9% of the population). However, this is a decrease of 8% since the 2011 census and other recent ONS data has also shown that birth rates have been decreasing. The EIA used the age of registered service users, which includes children aged 0-5 using the services. Therefore, there is a disproportionately high representation of children aged 0-5 but that is to be expected given the nature of the services.

Age of registered service users (EIA)

Age of service user	EIA	
	Total	%
0 – 5	1,367	45.4%
6 – 10	35	1.2%
11 - 20	24	0.8%
21 – 30	424	14.1%
31 – 40	910	30.2%
41 and over	213	7.1%
Not Known	37	1.2%

The largest age group of respondents to the survey were aged 25-39 (48.4%). This is a disproportionately high representation, however this is also to be expected given the nature of the services the survey was consulting on, where it would be expected that most responses would be from parents of young children, who would typically be around this age range. 30.2% of service users in the EIA were aged 31-40, so this higher representation of ages 25-39 in the survey also aligns with the EIA.



Age of survey respondents				
Age of respondent	Survey		2021 Census	
	Total	%	Total	%
0 – 15	9	2.4%	39,568	25.0%
16 – 24	11	3.0%	16,587	10.5%
25 – 39	180	48.4%	38,001	24.0%
40 – 49	96	25.8%	24,839	15.7%
50 – 59	35	9.4%	17,548	11.1%
60 – 69	13	3.5%	11,754	7.4%
70 and over	2	0.5%	10,201	6.4%
Not known	26	7.0%	-	-

Religion or belief	Total
Agnostic	2
Atheist	1
Catholic	6
Christian	26
Church of England	3
Hindu	1
Ismail'lis	1
Muslim	56
None	18
Roman Catholic	4
Sikh	14
Not Known	2878

The religion, faith, or belief of respondents to the online survey aligns with the proportions of Slough's population in the 2021 Census. The religion, faith, or belief was not known for most service users in the EIA, therefore it cannot accurately be compared with the survey or Census.

Religion, faith, or belief

Religion, faith, or belief	EIA		Survey		2021 Census	
	Total	%	Total	%	Total	%
Muslim	56	1.9%	88	23.7%	46,661	29.4%
Christian	39	1.3%	139	37.4%	50,664	32.0%
Buddhist	-	-	2	0.5%	776	0.5%
Hindu	1	0.0%	15	4.0%	12,343	7.8%
Jewish	-	-	1	0.3%	85	0.1%
Sikh	14	0.5%	24	6.5%	17,985	11.3%
Other	4	0.1%	1	0.3%	716	0.5%
None	18	0.6%	49	13.2%	20,726	13.1%
Not known	2,878	95.6%	53	14.2%	8,544	5.4%

*Marriage and civil partnership*

The service does not hold comprehensive data on the marital or civil partnership status of its users, therefore there was no data included in the EIA.

The survey had a lower representation of single respondents than Slough's population. However, it is to be expected, given the topic of the survey, that most respondents would be parents and the 2021 Census showed that 19% of households in Slough with dependent children (aged 0-17) were single parent families. Therefore, this lower representation in the survey is to be expected. The proportion of co-habiting respondents in the survey also aligns with the 8% of co-habiting families with dependent children in the 2021 Census.

Marital status

Marital status	Survey		2021 Census	
	Total	%	Total	%
Single	64	17.2%	41,898	35.2%
Married	208	55.9%	60,001	50.4%
Co-habiting	27	7.3%	-	-
Civil Partnership	6	1.6%	158	0.1%
Separated	8	2.2%	2,925	2.5%
Divorced	13	3.5%	8,799	7.4%
Widowed	2	0.5%	5,151	4.3%
Not known	44	11.8%	-	-

*Pregnancy and maternity*

The service does not hold comprehensive data on the pregnancy and maternity status of its users, therefore there was no data in the EIA. The 2021 Census data also did not include data on pregnancy or maternity.

Pregnancy

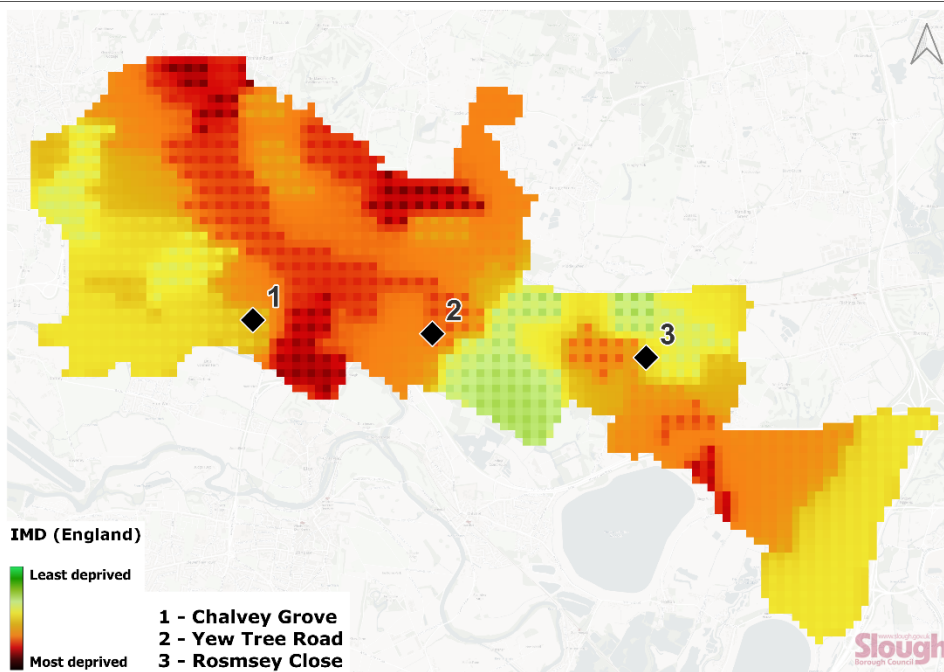
Pregnant	Survey	
	Total	%
Yes	4	1.2%
No	296	88.1%
Not known	36	10.7%

Maternity

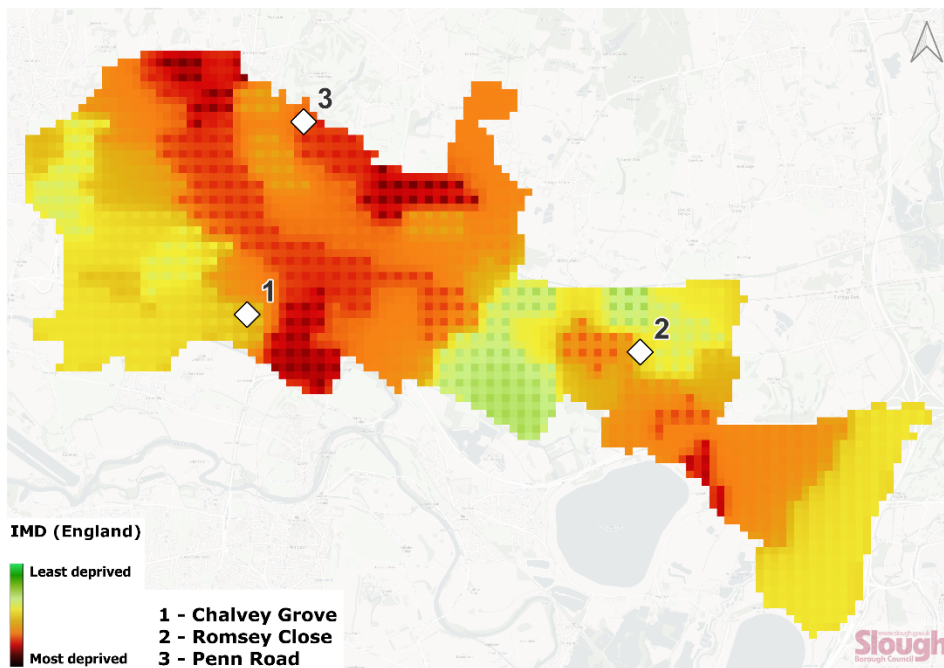
Had a baby in the last 12 months	Survey	
	Total	%
Yes	39	11.8%
No	261	78.9%
Not known	31	9.4%

*Deprivation*

Map of the proposed centres remaining open in Option 1 that would provide childcare services, compared to levels of deprivation (as measured by the Index of Multiple Deprivation).



Map of the proposed centres remaining open in Option 1 that would provide family services, compared to levels of deprivation (as measured by the Index of Multiple Deprivation).



**2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.**

The current model provides services for children 0-5 and their families only. If approved, the model ultimately aims to provide the basis from which a wider family network and hub model is developed offering support for children and young people aged 0 – 19 and up to 25 for young people with SEND. Given the nature of the proposed development, it is anticipated that the new model will have a positive, future impact from an equality's perspective including benefits from those with protected characteristics in general and specifically in terms of age, disability, race and sex. It

recognised however, that there may also be an adverse impact in the short term as there is a need for work to be undertaken to enable families to access alternative provision that may be discontinued by the Council should any of the draft options be agreed for implementation following consultation.

### **Age**

Slough has an overall population of 158,500 (Census 2021). Slough's population is significantly younger than England's profile with Slough's average age at 34, compared to 41 for the South-East and 40 for England. Slough has the second highest proportion of children aged 15 or under in England and Wales, behind only Barking and Dagenham, with 25% of the population of Slough are aged under 16.

There are currently 1,367 0-5s recorded as using the service between Jan-21 to May-22. This represents 45% of total users compared to 0-5s making up 9.1% of the population whole. This is a comparative over-representation but one you would expect given the nature of the service. There are 1,547 service users over the age of 20 recorded for the same period.

There are now 52,423 households in Slough containing at least one person.

Slough has a mean household size of 3 people per household and is the largest mean household size in England and Wales. The mean for England and Wales is 2.4.

Slough is the third most densely populated LA in the South-East, with 4,871 usual residents per square kilometre (48.7 per hectare). This is the equivalent of around 35 people living on each football pitch-sized area of land, compared to an average of just 3 across England.

There are 54,116 occupied dwellings in Slough of which 23,156 (43%) are households with dependent children.

Monitoring information therefore suggests that there is disproportionately high representation of 0-5 year-olds which is in keeping with the terms of reference of the service.

### **Disability**

A total of 886 children under 5 have been identified as having a with a special educational need or disability (SEND) according to the SEND Summer Survey 2021. This represents 0.6% of the total population of Slough.

### **Gender reassignment**

The services does not hold data on gender reassignment or gender self-identification.

### **Marriage and civil partnership**

The service does not hold comprehensive data on the marital or civil partnership status of its users.

### **Pregnancy and maternity**

The service does not hold comprehensive data on the pregnancy and maternity status of its users. This information is held by the partner Maternity Service.

### **Race**

The following information provides a summary of the broad ethnic groups resident in Slough, population numbers and percentages.

<b>Category</b>	<b>Count</b>	<b>%</b>
Asian/Asian British	74,093	46.7
Black/African/Caribbean/Black British	11,992	7.6
Mixed/multiple ethnic groups	6,311	4.0
Other ethnic group	7,144	4.5
White	57,134	36.0
Arab ethnic groups	1,826	1.2

Service monitoring information suggests that children and families from the Asian community are over-represented as service users and black and white children and families under-represented.

### **Religion and belief**

The following information provides a summary of the religions followed by residents of Slough.

The volume and detail of Service monitoring information in relation to religion and belief is not sufficient to allow for meaningful comparative analysis to determine under or over representation of users.

## Sex

Slough population: 158,500



Females  
80,005  
(50.5%)



Males  
78,495  
(49.5%)

Service monitoring information shows that there is over representation of female. users when compared to overall population.

## Sexual orientation

Census 2021

Sexual Orientation	Slough		England
	Count	%	%
Straight or Heterosexual	104,943	88.2%	89.4%
LGB+ orientation (total)	2,313	1.9%	3.2%
Gay or Lesbian	806	0.7%	1.5%
Bisexual	1,095	0.9%	1.3%
Pansexual	335	0.3%	0.2%
Asexual	29	0.0%	0.1%
Queer	7	0.0%	0.0%
All other sexual orientations	41	0.0%	0.0%
Not answered	11,677	9.8%	7.5%

Service monitoring information is does not include the sexual orientation of service users.

**2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.**

**Race**  
The following information provides a summary of the broad ethnic groups resident in Slough, population numbers and percentages

Category	Count	%
Asian/Asian British	74,093	46.7
Black/African/Caribbean/Black British	11,992	7.6
Mixed/multiple ethnic groups	6,311	4.0
Other ethnic group	7,144	4.5
White	57,134	36.0
Arab ethnic groups	1,826	1.2

Service monitoring information suggests that children and children and families white and black communities are under-represented as service users.

**2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?**

	None	Positive	Negative	Not sure
Men or women	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disabled <sup>1</sup> people (consider different types of physical,	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<sup>1</sup> Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

learning or mental disabilities)				
People of particular sexual orientation/s	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Impact due to pregnancy/ maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People on low incomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Themes from focus groups that inform the equalities impact assessment.

**Families with children who have Special Educational Needs or Disabilities.**

There were concerns raised by both parents and health professionals that the changes would reduce the access for children with Special Educational Needs or a Disabilities. This feedback cited four potential impacts:

- Specialist childcare places would no longer be available, removing services that support needs now and the ability to refer onto other services that might be needed.
- Additional travel time would reduce the ability of families to attend.
- Families who can no longer walk to a centre might face challenges using public transport depending on the needs of the child.



- The market challenge of recruiting and retaining trained childcare staff could mean that there were insufficient numbers of workers available in Private and Voluntary Sector providers.

### **Families with children under the age of 1.**

A set of comments mentioned possible impacts on families with children under the age of 1.

The focus group held with health professionals mentioned specific clinics and drop-in sessions that are targeted at families with babies and are well attended. The health professionals raised two potential risk areas:

- Possible reduction in families accessing postnatal services.
- If provision had to be delivered to homes instead of centres, this would reduce the number of families that health staff can reach.

Focus groups with parents and carers mentioned that they valued the services on offer at centres during their child's first year, and that reducing access could result in greater levels of mental and physical health problems for parents and babies.

### **Vulnerable mothers or female carers.**

It was mentioned within the health professionals and headteachers focus groups that some parents or carers use the children's centres in part as a safe space away from home where they can make friends and find out about support services. The parents and carers being referred to are usually female. There is a risk that reducing access to centres could increase those risks by preventing people from accessing networks and support and not enabling professionals to spot safeguarding issues as early as possible.

In addition, health professionals mentioned that moving services back from centres to homes could reduce the ability to talk to mothers or female carers in a safe space. There would also be a need to double-up on health staff visiting a home, to reduce the risk to staff.

### **Families on low incomes and/or living in areas of high deprivation.**

Across the focus groups, a theme emerged from respondents that focused on the potential impact on families on low incomes and living in high deprivation. The categories of potential impacts mentioned by respondents included:

- Reduced provision of advice and services that inform families on debt, welfare support, employment.
- Potential additional costs of finding a childcare place at a Private or Voluntary Sector provider.
- Additional costs of travel to a new centre if that is located further away from their home. Some parents mentioned that they would need to get two buses to reach one of the centres that remained in Option 1.
- Reducing access for families living in areas of high deprivation, including deprivation regarding high existing barriers to housing and services.

### **Ethnicity, Religion, Faith, or Belief, Sexual Orientation and Age**

There were no comments recorded in focus groups that specifically referenced possible impacts on people based on their ethnicity, religion, faith, or belief, sexual orientation, or age.

**If any of the answers to the questions above is, "negative" or "unclear" you will need to undertake a detailed impact assessment.**

<b>2.5</b>	<b>Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal</b>
	Yes X    No
<b>2.6</b>	<b>Provide brief reasons on how have you come to this decision?</b>
	<p>Given that this project has the potential to disproportionately impact people with protected characteristics a full detailed EIA has been carried out and consultation undertaken. This will continue to be updated throughout the process as the operating models are further developed.</p> <p>There are two main dimensions to the project, consideration of options for change to Children’s Centres and associated change to early education and childcare provision delivered through them. Both recommended options include a level of reduction to both aspects which in the short term presents risks of negative impact to those children and families who currently use them. The recommended options seek to mitigate those negative impacts and enhance the targeting of services for vulnerable children and families. Section 3 references the potential positive impact of the new model options as they will be charged with targeting vulnerable children and families, including those with protected characteristics to enable access to early childhood services. It also references the potential negative impact and associated mitigation given that options include discontinuation of some services.</p> <p>Update following Consultation Responses:</p> <p>The following issues were raised during the consultation that relate to equalities considerations:</p> <ol style="list-style-type: none"> <li>1. Concerns about access to services and continuity of support/advice for children with special educational needs. The need to ensure availability of and access to specialist childcare places and referrals to help.</li> <li>2. Concerns around access to centres regarding travel times/access to public services and the future location of services.</li> <li>3. Specific support for children and parents of children under 1 years of age and the availability of parents to access a centre rather than only have the option of home visits.</li> <li>4. The need for accessible safe places for vulnerable women to access further support and services away from the home.</li> </ol>

### SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men	x	x	x	Access to and benefit from early childhood services including early education and childcare (family and children)		<ol style="list-style-type: none"> <li>1. Work with the wider network of service providers including the private, voluntary and independent early years sector to encourage and enable alternative provision as required.</li> <li>2. Ensure any new model agreed effectively targets vulnerable children and families, including those with protected characteristics to enable access to services.</li> <li>3. Work with external providers to support and enable inclusion.</li> </ol>	The effect of any decision of implement any of the current options, would need to be considered within the wider context of other council decisions to related services.

	Women	x	x	x	As above		As above	As above
<b>Race</b>	White	x	x	x	As above		As above	As above
	Mixed/Multiple ethnic groups	x	x	x	As above		As above	As above
	Asian/Asian British	x	x	x	As above		As above	As above
	Black/African/Caribbean / Black British	x	x	x	As above		As above	As above
	Gypsies / travellers	x	x	x	As above		As above	As above
	Other ethnic group	x	x	x	As above		As above	As above
<b>Disability</b>	Physical	x	x	x	As above		As above	As above
	Sensory	x	x	x	As above		As above	As above
	Learning Difficulties	x	x	x	As above		As above	As above
	Learning Disabilities	x	x	x	As above		As above	As above
	Mental Health	x	x	x	As above		As above	As above

Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
<b>Sexual Orientation</b>	Lesbian, gay men, bisexual	x	x	x	As above		As above	As above
<b>Age</b>	Older people (50+)	x	x	x	As above		As above	As above
	Younger people (16 - 25)	x	x	x	As above		As above	As above
<b>Gender Reassignment</b>		x	x	x	As above		As above	As above
<b>Impact due to pregnancy/maternity</b>		x	x	x	As above		As above	As above
<b>Groups with particular faiths and beliefs</b>		x	x	x	As above		As above	As above
<b>People on low incomes</b>		x	x	x	As above		As above	As above

## SECTION 4: ACTION PLAN

**4.1** Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.

*Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.*

**NB. Add any additional rows, if required.**

Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY )	RAG
<i>Enter additional rows if required</i>						

**THIS SECTION TO BE COMPLETED BY THE RELEVANT SERVICE MANAGER**

**SIGNATURE:** .....

**FULL NAME:** .....

**UNIT:** .....

**EMAIL & TELEPHONE EXT:** .....

**DATE (DD/MM/YYYY):** .....

**WHAT NEXT?**

**It is the responsibility of the service to complete an EIA to the required standard and the quality and completeness of EIAs will be monitored by Strategic Finance Board.**

**All EIAs for proposed changes to levels of service arising from budget proposals must be completed by (insert date).**

**All completed EIAs should be sent to TO BE INSERTED**