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## 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:

Title	Remodelling of the Children Centre Programme
<p>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?</p>	<p>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 change process is still at an early stage. Consultation on options for change are yet to be undertaken. It is therefore not possible to fully assessment impact as the full nature of any change is yet to be determined. This EIA will therefore be further developed in due course.</p> <p>It relates to proposed changes to the Children’s Centre delivery model and the Early Education and Childcare delivered through them.</p> <p>Slough has 10 Children’s Centres operating across the borough.</p> <p>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.</p> <p>The core statutory function of Children’s Centres is:</p> <ul style="list-style-type: none"><li>• To improve outcomes for young children and their families and reduce inequalities between families in greatest need and their peers in:<ul style="list-style-type: none"><li>- child development and school readiness;</li><li>- parenting aspirations and parenting skills; and</li><li>- child and family health and life chances.</li></ul></li></ul> <p>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.</p> <p>This review work and the drivers informing it, have identified options for change for consideration and consultation.</p> <p>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 I the options.</p>

This is because the modified service will seek to improve the identification and targeting of family support to those most in needs 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

**Summary of the case for change**

<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	The need to continue to enable the provider market to maintain the offer so it may meet need and address gaps

early childhood services at the most vulnerable

**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 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.
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

(i) Full Name:  
  
(ii) Position:

completing the screening/EIA	(iii) Unit:  (iii) Contact Details:
Date sent to Finance	
Version number and date of update	V1

**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, in order 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?	3010 residents attended a session from Jan-21 to Nov-22																				
Gender	Male - 1051 Female – 1927 Not Known - 32																				
Race	<table> <tr><td>Any Other Ethnic Group</td><td>66</td></tr> <tr><td>Any Other Mixed Background</td><td>43</td></tr> <tr><td>Asian - Any Other Asian Background</td><td>126</td></tr> <tr><td>Asian or Asian British - Bangladeshi</td><td>21</td></tr> <tr><td>Asian or Asian British - Indian</td><td>556</td></tr> <tr><td>Asian or Asian British - Pakistani</td><td>714</td></tr> <tr><td>Asian or Asian British - Sikh</td><td>66</td></tr> <tr><td>Asian Pakistani</td><td>2</td></tr> <tr><td>Black - Any Other Black Background</td><td>18</td></tr> <tr><td>Black Caribbean</td><td>1</td></tr> </table>	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
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	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
Disability	Yes – 8 No – 2883 Not Known – 119
Sexual orientation	The service doesn't currently securing monitoring information re: sexual orientation
Age	0 – 5 = 1367 6 – 10 = 35 11 – 20 = 24 21 – 30 = 424 31 – 40 = 910 41+ = 213 Not Known = 37
Religion or belief	Agnostic 2 Atheist 1 Catholic 6 Christian 26 Church of England 3 Hindu 1 Ismai'lis 1 Muslim 56 None 18 Roman Catholic 4 Sikh 14 Not Known 2878

**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**

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 equalities perspective including benefits from those with protected characteristics in

*group even if it is a universal service.*

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 149,577. Slough's population is significantly younger than England's profile with almost a third of people aged under 18. Approximately live in Slough. This equates to 8.3% of the population.

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 8.3% 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 54,116 occupied dwellings in Slough, 19,873 of which (37%) are households with dependent children. This suggests that 5% of households with dependent children are accessing the service currently although it is possible that more than one family member from each family is a service user.

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 represent 0.6% of the total population

Current data in relation to service access by children and families with SEND is in the process of being reviewed. Analysis will be provided in the final version of this document.

#### **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

Category	Count	%
Asian/Asian British	55697	39.7
Black/African/Caribbean/Black British		
British	12115	8.6
Mixed/multiple ethnic groups	4758	3.4
Other ethnic group	3582	2.6
White	64053	45.7

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

Name	Count	%
Buddhist	743	0.5
Christian	57726	41.2
Hindu	8643	6.2
Jewish	87	0.1
Muslim	32655	23.3
Sikh	14889	10.6
Other religion	482	0.3
No religion	17024	12.1

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

### **Sex**

Slough has an overall population of 149,577 with 51% males and 49% females.

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

### **Sexual orientation**

There is no accurate information on the number of lesbian, gay, bisexual, or transgender (LGBT) people in Slough. Several estimates for the nationwide percentage of lesbian, gay and bisexual individuals exist, with the Office for National Statistics estimating approximately 2% of the total UK population (2016). The LGBT Foundation places it higher at between 5% and 7%. The Office for National Statistics has concluded that there is a need for greater

	information about LGBT individuals and is currently consulting about how best to generate this information																					
<b>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.</b>	<p><b>Race</b></p> <p>The following information provides a summary of the broad ethnic groups resident in Slough, population numbers and percentages</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Count</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Asian/Asian British</td> <td>55697</td> <td>39.7</td> </tr> <tr> <td>Black/African/Caribbean/Black</td> <td></td> <td></td> </tr> <tr> <td>British</td> <td>12115</td> <td>8.6</td> </tr> <tr> <td>Mixed/multiple ethnic groups</td> <td>4758</td> <td>3.4</td> </tr> <tr> <td>Other ethnic group</td> <td>3582</td> <td>2.6</td> </tr> <tr> <td>White</td> <td>64053</td> <td>45.7</td> </tr> </tbody> </table> <p>Service monitoring information suggests that children and children and families white and black communities are under-represented as service users.</p>	Category	Count	%	Asian/Asian British	55697	39.7	Black/African/Caribbean/Black			British	12115	8.6	Mixed/multiple ethnic groups	4758	3.4	Other ethnic group	3582	2.6	White	64053	45.7
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**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, learning or mental disabilities)	<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.

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"/>

**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>
	Given that this project has the potential to disproportionately impact people with protected characteristics a full detailed EIA should be carried out. However, given that the project is at an ‘options / pre-consultation’ stage we believe a fuller and more detailed assessment should be carried out following consultation.

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. All options include a level of reduction to both aspects although the 2 options for children's centre arrangements include the intention to enhance the targeting of services for vulnerable children and families, including those with protected characteristics. It isn't possible to assess positive or negative impact at this stage. Section 3 references the potential positive impact of the new model options as they will be charged 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.

### 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. Undertake analysis and consultation to assess impact on demand and sufficiency for early childhood services.</li> <li>2. 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>3. Phase implementation in order to manage impact.</li> <li>4. Ensure any new model agreed effectively targets vulnerable children and families, including those with protected characteristics to enable access to services.</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 with regard to related services

							5. Work with external providers to support and enable inclusion.	
	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**