

# Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

## 1. RESPONSIBILITY

<b>Department</b>	Children, Young People and Culture	
<b>Service</b>	Learning and Culture – Early Years and early Help	
<b>Proposed policy</b>	Alternative Provision for U5's	
<b>Date</b>	21 <sup>st</sup> January 2015	
<b>Officer responsible for the 'policy' and for completing the equality analysis</b>	<b>Name</b>	Ian Chambers
	<b>Post Title</b>	AD Learning & Culture
	<b>Contact Number</b>	5720
	<b>Signature</b>	<i>Ian H Chambers</i>
	<b>Date</b>	5 <sup>th</sup> January 2015
<b>Equality officer consulted</b>	<b>Name</b>	Liz Trayford
	<b>Post Title</b>	Planning and Research Officer
	<b>Contact Number</b>	X5658
	<b>Signature</b>	<i>Liz Trayford</i>
	<b>Date</b>	7 <sup>th</sup> January 2015

## 2. AIMS

<b>What is the purpose of the policy/service and what is it intended to achieve?</b>	<p>For Children's Centres to move away from being a universal and targeted service to being a wholly targeted service. They will focus upon delivery of 4 key objectives:</p> <ul style="list-style-type: none"> <li>• Improved school readiness for U5's</li> <li>• Improved school readiness</li> <li>• Effective early intervention in safeguarding</li> <li>• Improvements in families' economic Prospects</li> </ul> <p>The current number of designated children's centres will be reduced from 14 to 5 Hubs and 3 spokes and resources for the Hubs will be allocated according to need based upon the Index of Multiple Deprivation index.</p> <p>5 of the remaining Children's Centres will be converted to deliver the free Childcare offer for 2 year olds with the 40% lowest deprivation</p>
--	---

<b>Who are the main stakeholders?</b>	<p>All current users of Children's Centres – children and families currently accessing both universal and targeted services offered by Bury's 14 Children's Centres.</p> <p>Partner agencies such as Health, Job Centre Plus, Primary Schools and Police also use or access Children's Centres to help them deliver their priorities for children and families</p>
---------------------------------------	--

### 3. ESTABLISHING RELEVANCE TO EQUALITY

**3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.**

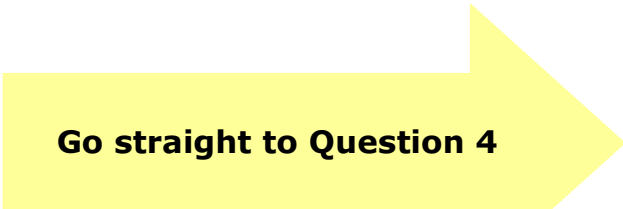
Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	No	No	
Disability	Yes	No	Children with disability will benefit from the more targeted offer from Children's Centres
Gender	No	Yes	Women may be most affected by the removal of universal provision as proportionally they are greater users of CC provision than men.
Gender reassignment	No	No	
Age	No	Yes	Children from less deprived backgrounds will find a much more limited universal offer from Children's Centres as a result of the proposals
Sexual orientation	No	No	
Religion or belief	No	No	
Caring responsibilities	Yes	No	Support for carers with young children will be increased as they will benefit from the more targeted offer by CCs
Pregnancy or maternity	Yes	No	Teenage mothers and mothers from more deprived background will benefit from both the CC targeted services and from the increased 2yo offer opportunities
Marriage or civil partnership	No	No	

**3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.**

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	No	
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	Yes	The increase in outreach work and related targeted work by CCs will help to readdress the disadvantages faced by certain vulnerable groups of children and families. Also by increasing provision for the free 2 year old offer those from the poorest 40% will be better able to access childcare opportunities.
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	No	

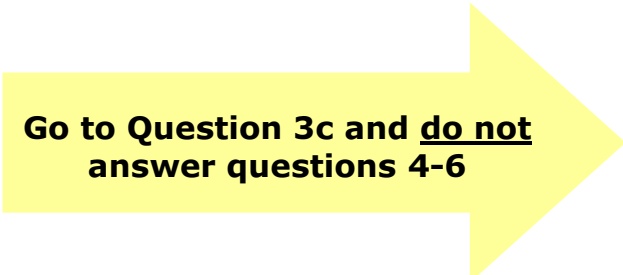
**If you answered 'YES' to any of the questions in 3a and 3b**

**Go straight to Question 4**



**If you answered 'NO' to all of the questions in 3a and 3b**

**Go to Question 3c and do not answer questions 4-6**



**3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.**

n/a

**4. EQUALITY INFORMATION AND ENGAGEMENT**

**4a.** For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

<b>Details of the equality information or engagement</b>	<b>Internet link if published</b>	<b>Date last updated</b>
The equality information is contained within the accompanying paper to the Cabinet Report entitled A Proposed New Model for Bury's Children's Centres in 2015/16	Was part of Bury Cabinet papers for the meeting on 3 <sup>rd</sup> September 2014	August 2014
A full consultation on the proposals was carried out in the Autumn 2014 with all Children's Centre users, staff and stakeholders. Outcomes from these consultations have been used to influence and inform the final policy recommendations.	Part of Bury Cabinet Papers for the meeting on 21 <sup>st</sup> January 2015	January 2015
Further information will be contained in the Cabinet Report and accompanying papers to be published on 21 <sup>st</sup> January 2015. This includes a summary of the outcomes from Consultation with parents, carers and stakeholders	Part of Bury Cabinet Papers for the meeting on 21 <sup>st</sup> January 2015.	January 2015

**4b.** Are there any information gaps, and if so how do you plan to tackle them?

None.

## 5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p><b>What will the likely overall effect of your policy/service plan be on equality?</b></p>	<p>The new strategy for delivery of children’s centres will provide positive support to the most vulnerable families in the borough as resources will be targeted to improve support to those families. The proposals to change the use of children’s centres to offer two year old childcare places will have a positive impact on the 40% most vulnerable children and families. The two year old initiative will provide a service that is inclusive to all families who meet the governments eligibility criteria regardless of ethnicity, disability, gender, race, religion or culture</p>
<p><b>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</b></p>	<p>The withdrawal of Children’s Services as a universal provision will have a negative effect on a substantial number of children and families who have benefited from accessing universal services. It will also have a greater impact on women who are the greatest user of the centres at present. In mitigation there will still be play and stay activities at the Children’s Centre hubs and there will be signposting by the Children’s Centres and by the Find It For Me website to activities and support for U5s provided by the private and voluntary sector. There will also be a range of targeted activities and support which will help the most vulnerable families and women.</p>
<p><b>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</b></p>	<p>The recent successful pilot for outreach delivery in Radcliffe has identified ways of improving outreach support across a cluster of Children’s Centres. This experience will through the Children’s Centre hubs be rolled out across the borough to enhance the way outreach workers can support families and ensure they access opportunities to improve their children’s health, school readiness, emotional resilience and the families’ own economic well-being.</p>
<p><b>What steps do you intend to take now in respect of the implementation of your policy/service plan?</b></p>	<p>If Cabinet agrees the new way of working for Children’s Centres will be consulted upon with Children’s Centre staff where the implications for their employment and work roles will be explored. Further work will take place with Health providers and other stakeholders in order to inform the implementation of the strategy.</p>

## 6. MONITORING AND REVIEW

**If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.**

<p>A full QA system is in place for Children’s Centre delivery and this will be used along</p>
--

with the Annual Conversations held with CCs to monitor the impact of the revised way of working.

Dates for review of the strategy will be identified following the full consultation and development of a final implementation plan for the proposals.

**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX ([equality@bury.gov.uk](mailto:equality@bury.gov.uk)) FOR PUBLICATION.**