

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

REVIEW OF INTEGRATED SERVICES FOR EARLY YEARS

SECTION 1 - INTRODUCTION

This EqIAA covers the issue of the proposal to reconfigure integrated services for the early years, including children's centres as well as sector support and challenge, with effect from 1 April 2013.

The main purpose of the CYP integrated services function is covered in the departmental service plan. This document refers more specifically to the potential equality impacts of the options being considered to deliver budget reductions and associated changes to these services as set out in the proposals submitted to Children and Young People Committee 25th July 2012.

There are a number of general principles that apply to all the changes being proposed, these are to:

- Minimise impact on service delivery and specifically on vulnerable groups;
- Redistribute resources to ensure that those children most in need continue to receive the current, or enhanced level of service and to ensure that key groups such as children with disabilities or in priority neighbourhoods are not adversely impacted;
- Ensure that those children that are most in need are the main beneficiaries of investment.

Background

Children's Centres:

The council currently operates 15 Children's Centres in the following locations:

- Bradley Stoke
- Cadbury Heath*
- Filton*
- Hanham
- Kingswood*
- Little Stoke
- Mangotsfield
- Patchway*
- Severn Beach
- Staple Hill*
- Thornbury
- Winterbourne
- Yate (2 centres)*
- Mobile rural centre

* *South Gloucestershire's six priority neighbourhoods*

These Centres all offer information, advice and guidance to families with young children. They help families to access local services and community provision, such as library services, toddler and pre-school groups and local childminders. There are information kiosks in every Children's Centre to help parents find out about health services, training and jobs, debt advice, benefit entitlements and much more. Many of these locations also offer 'Stay and Play' sessions for parents and children under 5 as well as specific programmes to meet identified needs.

In 2010/11 the families of around 2,700 children aged 0-5 made use of the services provided by the Children's Centres. This is around 17% of children aged 0-5 in South Gloucestershire. 80% of these families were actively involved in longer term programmes such as 'Stay and Play', while 20% accessed time-limited programmes such as breastfeeding support or parenting courses. During the same period, 142 families in greatest need (of which 49 were from the six priority neighbourhoods) were referred to a Children's Centre for support.

The success of the Children's Centres in reaching and engaging the most vulnerable families varies considerably. In 2010/11 only 9% of lone parents with children aged 0-4 accessed these services, 32% of families with disabled children aged 0-4 and 36% of teenage mothers – demonstrating that the current provision is not reaching all of those who most need support.

The Government¹ believes that Children's Centres should have a clear core purpose, focused on:

1. Improving outcomes for young children and their families, with a particular focus on the most disadvantaged families, in order to reduce inequalities in:
 - child development and school readiness;

supported by improved:

- parenting aspirations, self esteem and parenting skills;
- child and family health and life chances.

The Government has worked with sector leaders to consider evidence and good practice, resulting in a co-produced statement of intent about how the core purpose can be achieved, by:

2. Assessing need across the local community;
3. Providing access to universal services in the local area including high quality and affordable early years education and childcare;
4. Providing targeted evidence based early interventions for families in greatest need, in the context of integrated services;
5. Acting as a hub for the local community, building social capital and cohesion;
6. Sharing expertise with other early years settings to improve quality.

¹ DfE, 2012 <http://www.education.gov.uk/childrenandyoungpeople/earlylearningandchildcare/a00191780/core-purpose-of-sure-start-childrens-centres>

Early years sector support and challenge:

In 2007, the quality of provision in the Early Years Foundation Stage (EYFS) and the outcomes for children were both below national averages and below the average of similar local authorities. As a result, improvement in this area was a significant priority for the Local Authority and South Gloucestershire Council invested heavily in staffing and resources to improve the quality of provision.

In 2006-7 the proportion of private, voluntary and independent (PVI) childcare settings judged Good or Outstanding stood at just 38.5%. Between the launch of the new inspection framework in September 2008 and the end of March 2011, there were 324 inspections in South Gloucestershire. Of these, 66% judged EYFS provision to be Good or Outstanding, the highest proportion which the LA has seen.

Over this period, the quality of EYFS provision in the LA's schools has also improved significantly. As a result, for overall achievement in the EYFS (the "Threshold" target), the LA's outcome in 2011 was 64.3%, up 17.9 percentage points from 2007. This outcome significantly exceeds the LA's target, the national average and the average for the LA's statistical neighbours.

During the development of the new Partnership Strategy for Children and Young People 2012 - 16, based on the evaluation of the Children and Young People Plan 2009 -12, it was agreed with partners that the quality of provision and outcomes in the EYFS were no longer priorities for improvement. The resources allocated to support and challenge in the EYFS, therefore, need to be realigned to focus on the maintenance of the current high standards. This change in emphasis results in the need for fewer staff and a lower level of resources.

Overview of the proposals under consideration

Children's Centres

Developing an enhanced Children's Centre programme in those parts of South Gloucestershire where there is the highest concentration of disadvantaged families. We are proposing that the council continues to fund a Children's Centre in each of the six priority neighbourhoods:

- Cadbury Heath
- Filton
- Kingswood
- Patchway
- Staple Hill
- Yate / Dodington

In line with current Government policy on the purpose of Children's Centres, there will be strong emphasis on providing support to the most disadvantaged families in order to help the children in those families make the best possible start in life. Each Centre will provide a flexible programme of activities, based on a thorough assessment of needs within its local communities. This will include:

- Access to universal early years services in the local area, including high quality and affordable early years education and childcare;
- Provision of early interventions for families in the greatest need – using evidence of which types of support works best;
- Working closely with nurseries, childcare providers, health services and local primary schools to ensure children are “school ready”;
- Acting as a hub for the local community, involving parents and carers in the running of the Centre;
- Sharing expertise with other early years settings to improve the quality of provision in the area;
- Providing an outreach service to neighbouring areas;
- Enabling access to the provision made by the Family Solutions Service in order to develop parenting skills and to help families become more effective as a unit.

Early years sector support and challenge

As summarised in the background above, the changes proposed reflect that the focus has shifted from intensive work delivering significant improvement over recent years towards the maintenance of the current high standards. The proposed changes result in a combined budget reduction for 2012/13 and 2013/14 of £596,000 made up of the following:

- EY Advisory and childminding – The level of staffing in the EY Advisory and Childminding team was set to meet the urgent need for improvement described above. Although there are considerable pressures on staff in 2012-13 with the introduction of a new EYFS framework and assessment model, from 2013 the staffing levels will need to reflect the focus on maintenance of quality rather than on significant improvement.
- Every Child a Talker - The Every Child a Talker programme was a specific project and has now ended. The full budget of £57,570 is no longer required.
- Development funding - This funding supports a range of activity with providers. The proposed reduction reflects the new focus of Early Years support and challenge on maintenance of quality rather than a need for significant improvement.
- Graduate Leader Fund - The reduction of £136,000 in the Graduate Leader Fund is based on a reduction in grants and reflects a change in government expectations and targets regarding early years qualifications. The £260,000 which will be allocated to the Graduate Leader Fund in 2013/14 still represents a very significant investment in the early years workforce.
- Service Level Agreement (SLA): Children's Playlink - This agreement supports the expansion of provision in the private, voluntary and independent sector. It is an essential element of support for the sector. However, the future requirements are likely to be focused on expanding provision for disadvantaged two year olds and similar provision exists in this area. There is an opportunity to replace the current SLAs with a single agreement resulting in a saving of £21,000.
- Extended Schools Development - This service continues as part of a trading agreement with schools.
- Traded Services support budget - This budget has been underspent in recent years and will be removed. A full and effective traded services package is in place and operating effectively.

SECTION 2 - CONSULTATION CONDUCTED

Children's Centres

A comprehensive consultation programme which encompassed the three strands relating to the proposals for the development of early intervention and preventative services for children, young people and families in South Gloucestershire was organised. It involved engaging and consulting with staff, service users, the voluntary and community sector, town and parish councils and the wider public. The consultation period was open for 12 weeks from 1st March until 25th May 2012 and is fully compliant with the council's consultation policies including the compact and parish charter.

This consultation programme involved surveys (both paper-based and online), six public meetings, staff briefings and a wide range of information provided through consultation documents which were widely distributed and available online. Staff also attended briefings and meetings with a wide range of stakeholders to raise awareness of the consultation, explain the proposals and answer questions were organised. The Council issued a public consultation on the future of integrated services for early years in March 2012. The consultation commenced on 1st March 2012 and concluded on 25th May 2012, a period of 12 weeks.

The responses to consultation on all elements of the integrated services proposals included:

- 662 completed surveys
- 99 letters/emails
- 13 Youth centre submissions
- 49 expressions of interest
- 44 staff responses
- 138 people attended the public meetings and 125 young people attended the youth conference

A full report on the consultation process and responses including details of specific events and feedback received is also available and appended to the decision report. Additional information and summary documents relating to the consultation are also available on the consultation website <https://consultations.southglos.gov.uk/consult.ti/IntegratedCYP12/consultationHome>.

A breakdown of responses by equality group is provided in table 1 below. A draft equality impact assessment was included in the consultation pack (included as appendix 1 below) and feedback invited. Feedback received has been incorporated into this version of the equality impact assessment.

Consultation Results

The consultation results as disaggregated by a variety of diverse groups in respect of the questions raised are detailed in table 1 below. Key observations are as follows:

- Those respondents that agree (39.5%) or disagree (44.1%) with the council's proposals to focus support in six Children's Centres in the priority neighbourhoods are relatively evenly split, however females, under 18s and Disabled respondents were more inclined to disagree (Q.5).
- Respondents clearly show a preference for Option A: the council to operate the six proposed Children's Centres in the priority neighbourhoods. Males, Non White British, Under 18s and Disabled People were less inclined to agree with Option A, however, a preference for Option A is clear and preference for Option B is extremely small across all groups (Q.7).
- There is a higher proportion of respondents that disagree with the council's proposals for the remaining Children's Centres. Interestingly 50% of respondents under 18 agree, with 0% disagreeing. Males, Over 65s and Disabled People are more likely to disagree with the council's proposals for the remaining Children's Centres. Furthermore, Non White British respondents are evenly split on proposals for the remaining Centres. Respondents with a disability are more strongly against proposals for the remaining Centres (Q.8).

Table 1. Equalities analysis of consultation survey responses for all strands of the integrated services proposals

Question	Base	All	Staff	Service User	Other interested party	Male	Female	18 or under	19 to 65	Over 65	White British	Non White British	Disabled	Non Disabled
		243	45	123	46	42	146	10	165	10	164	31	26	153
Q1 How strongly do you agree or disagree with the overall approach proposed?	Agree	21.5%	25.6%	22.5%	20.0%	22.5%	20.9%	0.0%	25.3%	0.0%	18.7%	38.7%	8.0%	24.0%
	Disagree	60.0%	46.5%	63.0%	51.1%	57.5%	61.8%	70.0%	56.1%	100.0%	60.6%	58.0%	76.0%	57.3%
Q3 How strongly do you agree or disagree with commissioning more services from external providers?	Agree	20.3%	15.9%	20.7%	22.8%	21.4%	20.1%	30.0%	20.9%	20.0%	20.3%	22.6%	19.2%	21.2%
	Disagree	67.3%	75.0%	65.7%	61.3%	76.2%	65.3%	50.0%	65.6%	80.0%	67.3%	64.5%	65.4%	66.2%
Q5 How strongly do you agree or disagree with our proposals to focus support in six children's centres in the priority neighbourhoods?	Agree	39.5%	37.2%	39.6%	42.5%	46.4%	36.0%	10.0%	41.3%	44.4%	39.4%	36.7%	21.7%	40.0%
	Disagree	44.1%	37.2%	42.3%	47.5%	43.9%	45.1%	60.0%	41.9%	55.5%	45.1%	40.0%	56.5%	42.7%
Q7 Which option do you prefer for operating the six proposed Children's Centres in the priority neighbourhoods?	Option A	68.6%	79.1%	65.7%	62.5%	57.9%	72.5%	20.0%	72.3%	77.8%	70.8%	55.2%	48.0%	71.8%
	Option B	9.0%	9.3%	6.9%	15.0%	18.4%	5.8%	10.0%	8.4%	11.1%	9.1%	6.9%	8.0%	9.2%
Q8 How strongly do you agree or disagree with our proposals for the remaining children's centres?	Agree	28.1%	30.3%	23.1%	36.9%	25.0%	28.3%	50.0%	29.4%	0.0%	27.0%	33.3%	17.3%	31.5%
	Disagree	44.8%	39.6%	47.2%	36.9%	47.5%	45.4%	0.0%	45.7%	71.4%	45.5%	36.7%	60.9%	42.5%
Q11 How strongly do you agree or disagree with our proposals for supporting families through an integrated Family Solutions Service?	Agree	52.7%	54.5%	45.8%	66.7%	46.3%	53.2%	60.0%	53.5%	44.4%	52.2%	51.7%	41.7%	56.8%
	Disagree	14.1%	6.8%	18.6%	10.2%	9.7%	16.6%	0.0%	14.7%	33.3%	15.9%	6.9%	16.6%	14.4%
Q12 How strongly do you agree or disagree with our proposals for providing parenting support through an integrated family Solutions Services?	Agree	53.3%	54.6%	50.0%	61.0%	46.4%	53.5%	70.0%	53.2%	44.4%	52.5%	48.4%	41.6%	56.5%
	Disagree	14.0%	11.3%	17.0%	9.8%	9.8%	17.1%	0.0%	15.2%	33.3%	16.7%	6.5%	16.6%	14.9%
Q13 Which option do you prefer for establishing the integrated family solutions service?	Option A	52.9%	81.8%	43.0%	48.8%	56.1%	50.7%	10.0%	55.0%	60.0%	52.0%	62.1%	25.0%	56.4%
	Option B	12.8%	2.3%	11.0%	22.0%	19.5%	10.4%	20.0%	10.6%	30.0%	12.5%	10.3%	16.7%	11.4%
Q15 How strongly do you agree or disagree with our proposals for targeted youth provision?	Agree	36.0%	26.7%	38.0%	45.3%	40.0%	35.1%	87.5%	35.3%	20.0%	34.5%	41.9%	21.7%	39.6%
	Disagree	37.6%	40.0%	33.0%	45.2%	37.5%	38.8%	12.5%	36.0%	80.0%	37.8%	35.5%	43.4%	37.5%
Q16 Which option do you prefer for establishing the targeted youth support service?	Option A	49.7%	68.9%	37.8%	61.4%	52.5%	47.4%	0.0%	50.0%	80.0%	48.0%	58.6%	22.7%	53.2%
	Option B	12.3%	4.4%	12.2%	15.9%	20.0%	9.8%	20.0%	11.3%	10.0%	11.8%	13.8%	13.6%	11.3%
Q17 How strongly do you agree or disagree with our proposals for universal youth provision?	Agree	31.1%	19.1%	33.6%	36.3%	22.5%	30.3%	50.0%	28.2%	22.2%	27.5%	40.0%	16.7%	31.0%
	Disagree	35.7%	42.9%	31.8%	47.8%	45.0%	34.9%	20.0%	34.9%	77.8%	36.9%	33.4%	41.7%	37.4%
<i>Option A = Council managed</i>														
<i>Option B = Commission from external provider</i>														

* Omits questions requiring qualitative responses

Comments were also invited and received as part of the consultation and a summary of the nature of those responses relating to equalities issues are shown below:

- Use of Children's Centres and the support received for mothers with post natal depression.
- Loss of specialist support groups for children and young people with disabilities provided through Children's Centres and youth centres e.g. disabled play sessions and LDD youth group, young carers group.
- Support provided at Children's Centres for families where English is not their first language.
- Issues around isolation (particularly in rural areas) caused by inability to access services due to distances travelled and lack of transport (also an issue in areas of deprivation).
- You cannot just target services based on where people live, need is varied, difficult to identify and changes regularly based on individual and family circumstances. People are vulnerable for lots of reasons what ever their class, ethnic origin, age, ability, income or education.

Early years sector support and challenge

Consultation with staff and trades unions on the proposals relating to early years sector support and challenge commenced on 1st June and concluded on 20th June 2012. The following summarises the key feedback received:

- Staff expressed concern that reduced staffing would not meet demand for support to early years workers such as childminders.

SECTION 3 - RESEARCH CONDUCTED

The following tables and charts display data collected to accurately assess the potential impacts of the proposed changes on specific protected characteristic groups.

Table 2 – Population and service user data for children’s centres by equalities groups

	Female Pop	Female USERS	Male Pop	Male USERS	White – Eng/Welsh/Scot/Ni/Brit Pop	White – Eng/Welsh/Scot/Ni/Brit USERS	BAME Pop	BAME USERS	Disabled Pop	Disabled USERS	0-4 Pop	0-4 USERS	5-9 USERS	10-19 years USERS	20-25 years USERS	26-44 years USERS	45-64 Pop	45-64 years USERS	65< years USERS	
CHILDREN'S CENTRES																				
South Glos Total	49.9%	59.3%	50.1%	40.7%	88.9%	66.0%	11.1%	14.6%	0.6%	0.3%	6.1%	38.9%	6.2%	1.8%	5.8%	36.2%	25.9%	2.5%	0.5%	
Bradley Stoke	47.8%	55.1%	52.2%	44.9%	80.3%	60.3%	19.7%	26.1%	0.1%	0.7%	5.8%	38.6%	4.7%	0.2%	2.9%	42.2%	20.7%	2.2%	0.0%	
Cadbury Heath	50.6%	60.6%	49.4%	39.4%	94.3%	67.7%	5.7%	9.4%	0.7%	0.3%	8.2%	40.7%	8.3%	1.6%	4.9%	27.8%	29.2%	2.1%	0.6%	
Filton	48.3%	57.1%	51.7%	42.9%	81.6%	61.9%	18.4%	25.8%	0.7%	0.7%	7.0%	38.8%	4.6%	1.7%	4.9%	41.5%	22.0%	2.5%	0.3%	
Haham	50.3%	58.7%	49.7%	41.3%	88.3%	69.0%	11.7%	13.9%	0.4%	0.6%	7.2%	41.1%	2.9%	1.7%	4.8%	33.0%	27.8%	3.3%	0.6%	
Kingswood	50.7%	58.0%	49.3%	42.0%	89.7%	60.4%	10.3%	14.0%	0.5%	0.0%	8.4%	36.2%	5.8%	4.1%	11.6%	31.4%	24.7%	1.7%	0.2%	
Mangotsfield	50.4%	57.4%	49.6%	42.6%	89.3%	63.5%	10.7%	20.9%	0.6%	0.9%	7.4%	38.8%	4.9%	2.0%	5.2%	36.5%	23.8%	3.5%	0.3%	
Patchway	50.7%	58.7%	49.3%	41.3%	81.6%	58.6%	18.4%	22.7%	0.6%	0.6%	6.8%	37.3%	6.0%	3.1%	7.8%	36.4%	26.4%	2.1%	0.3%	
Severn Beach	49.6%	59.6%	50.4%	40.4%	93.0%	59.6%	7.0%	6.2%	0.3%	0.2%	4.2%	35.7%	7.6%	1.0%	5.2%	35.7%	27.4%	4.4%	1.5%	
Staple Hill	51.2%	58.6%	48.8%	41.4%	88.5%	67.1%	11.5%	11.7%	0.5%	0.0%	6.8%	39.2%	3.6%	1.8%	9.9%	33.3%	24.8%	0.5%	0.5%	
The Stokes	48.1%	59.9%	51.9%	40.1%	83.8%	68.7%	16.2%	17.9%	0.3%	0.2%	6.9%	39.1%	5.7%	2.7%	5.2%	38.2%	22.1%	1.7%	0.2%	
Thornbury	49.5%	59.9%	50.5%	40.1%	93.8%	61.7%	6.2%	6.8%	0.5%	0.0%	5.4%	37.6%	5.9%	2.2%	4.3%	37.2%	29.8%	4.0%	0.9%	
Winterbourne	50.8%	63.6%	49.2%	36.4%	91.4%	71.8%	8.6%	9.9%	0.3%	0.7%	5.9%	40.4%	7.2%	1.0%	4.4%	35.9%	28.3%	3.0%	0.7%	
Yate Cranleigh	50.3%	61.0%	49.7%	39.0%	94.7%	78.3%	5.3%	11.8%	1.2%	0.4%	6.0%	40.8%	9.2%	2.1%	5.6%	32.4%	27.5%	2.6%	0.0%	
Yate WG	50.3%	57.7%	49.7%	42.3%	91.9%	77.5%	8.1%	10.7%	1.1%	0.0%	6.4%	39.5%	6.8%	0.7%	10.7%	36.6%	27.5%	1.8%	0.2%	

All service user figures are for 2011/12

Population figures for gender and age are based on 2009 data

Population figures for ethnicity are based on current Children’s Centre data relating to under 5’s populations

Population figures for disability are based on 2001 data and are for the entire population rather than for the age range that applies to CYP service users and is therefore significantly higher in most cases

Figures do not include data for those service users that preferred not to say in response to any request for equalities information

Table 3 – Children reached at children’s centre events Aug 2010 – Aug 2011

CHILDREN REACHED AT CC EVENTS

1st Aug 2010 and 31st Aug 2011

Event Name	Bradley Stoke	Cadbury Heath	Filton	Hanham	Kingswood	Mangotsfield	Patchway	Rural North	Severn Beach	Staple Hill	The Stokes	Thornbury	Winterbourne	Yate North	Yate West Gate	Total
Stay & Play	284	146	373	152	162	122	189	100	84	75	232	205	188	170	78	2,560
Baby Stay & Play / Baby Grow				66		17			44				73	80		280
Twins Group												64		20	17	101
PEEP	8	14	12		5	12	6	7		7	8			30		109
Outreach		16		1			12	1	4	1	1	3			1	40
Referral	1	15	14	13	33	5	3	8	3	5	4	3	3	34	10	154
Polish Group														23		23
HENRY		12					10									22
Stay & Play Plus					16									12		28
Baby Massage			15		10											25
Breast Feeding Group		30		42	25		5					7		49		158
Young Mums Group			16		24		13			8				18	15	94
Childminding Group	11	20	12	10	22	53	7							42		177
Adult Learning														45	29	74
Dad's Group	70				33									18		121
Post Natal Group	11	50		64								13	36			174
Children w/ Additional Needs		9	14													23
Parent Led Events				4	5			15		2	3		52		28	109
Total	385	312	456	352	335	209	245	131	135	98	248	295	352	541	178	

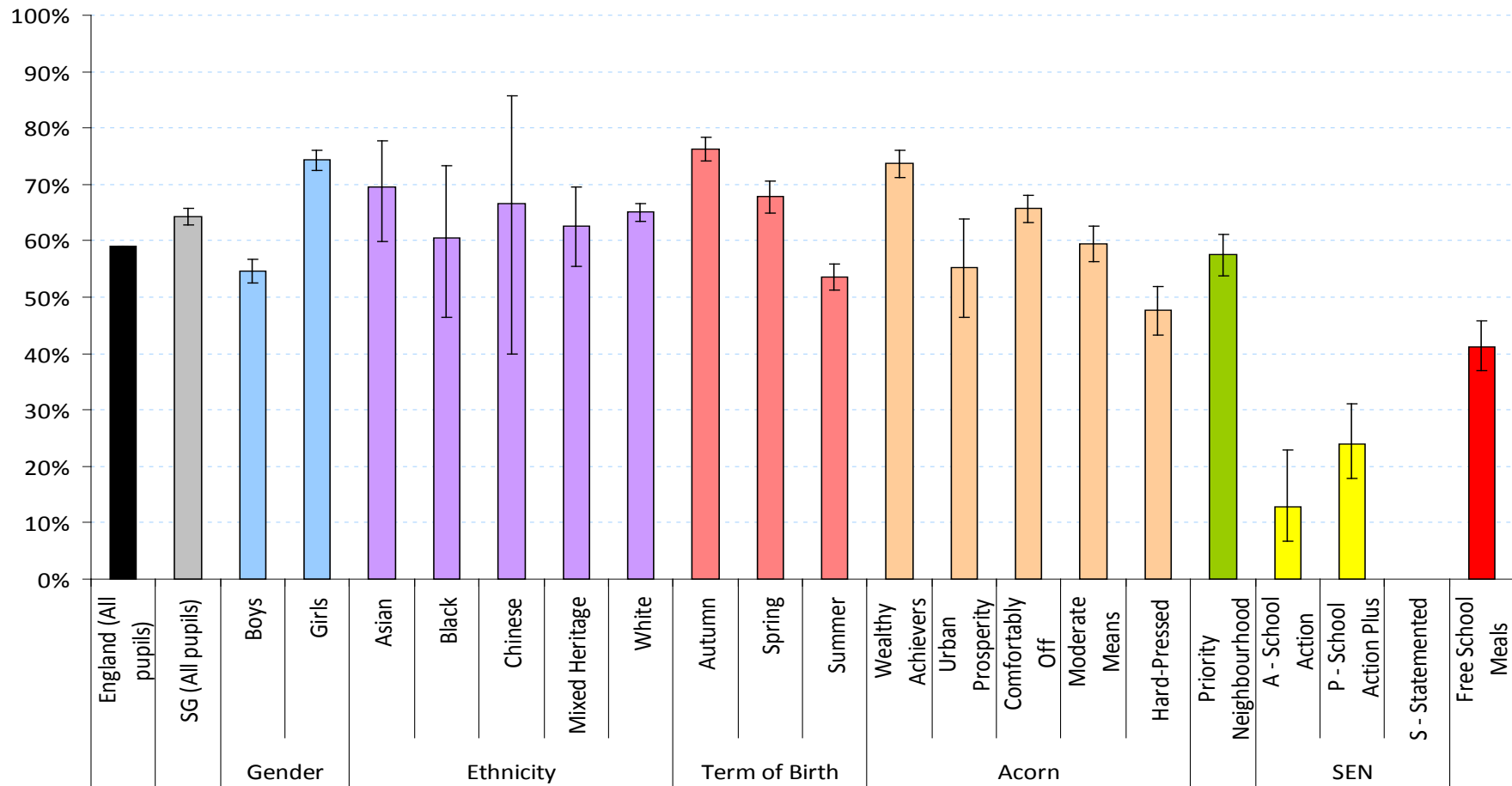
*HENRY - Health Exercise and Nutrition in the Really Young

*PEEP - Parents as Early Education Partners

Chart 1: This chart shows the performance of different groups against the Early Years Foundation Stage profile at age 5.

Early Years Vulnerable groups

South Gloucestershire 2010/11 Early Years Foundation Stage Cohort: Pupil Groups Summary
 % achieving a 'Good Level of Development' (at least 78 pts. with at least 6 in PSED and CLL)
 Contextual Information from January 2011 Census



Research has also been conducted with each Children’s Centre in order to understand any specific/targeted services that are offered in respect of protected characteristic groups. These services are highlighted in the following table.

Table 4 – Specific/Targeted Activity aimed at protected characteristic groups

Children’s Centre	Equalities issues emerging via research activity conducted
Bradley Stoke	Dads' group run from this centre for 54 dads (2010-11) and has the highest proportion of male users
	Post natal group run from this centre
Cadbury Heath	Run sessions for children with additional needs
	Post natal group run from this centre
Filton	Young mums' group run from this centre
	Run sessions for children with additional needs
Haham	Post natal group run from this centre
Kingswood	Young mums' group run from this centre
	Dads' group run from this centre
Mangotsfield	None identified
Patchway	Young mums' group run from this centre
Severn Beach	None identified
Staple Hill	Young mums' group run from this centre
The Stokes	None identified
Thornbury	Post natal group run from this centre
Winterbourne	Post natal group run from this centre
Yate Cranleigh	Polish group run for a significant number of children
	Young mums' group run from this centre
	Dads' group run from this centre
Yate WG	None identified

Children subject of Child Protection Plans, Children in Care and Children in Need

Children Subject to Protection Plans

On the 31st March 2012, there were 226 children subject to a protection plan, an increase of 45 (25%) compared to the same point in 2011. This is a really significant increase over a one year period. 2011/12's figure of 226 children reflects a rate of 40.4 children subject to protection plans per 10,000 in the population which is slightly higher than that for comparator authorities (33.1 per 10,000 in 2010/11). Nationally, the number of children subject to a protection plan increased by only approximately 5% over the course of the previous year. The table below shows how the number of children subject to a plan increased over the course of the year and the numbers of such children in each of the locality teams.

Table 5 - number of children subject to a plan

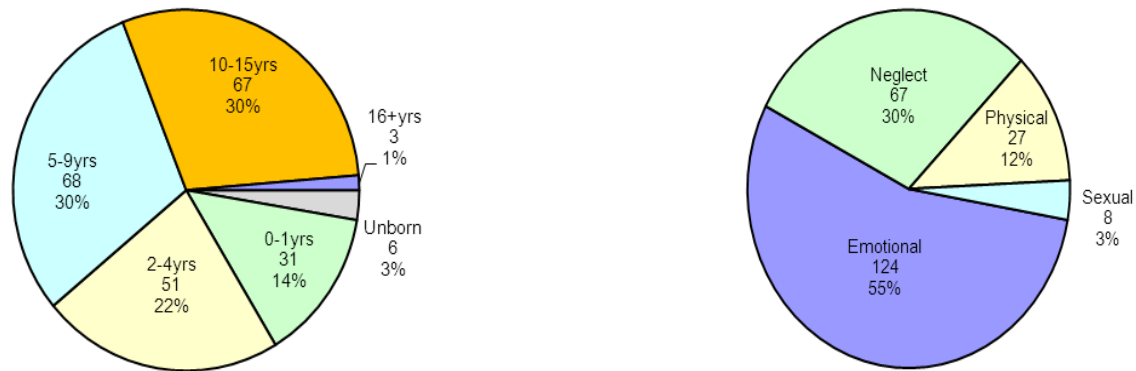
	North	South	CHAD	Total	Per 10,000 in population
Apr-11	93	80	4	177	31.6
May-11	100	73	5	178	31.8
Jun-11	106	78	5	189	33.8
Jul-11	103	80	5	189	33.8
Aug-11	109	88	5	203	36.3
Sep-11	102	91	1	198	35.4
Oct-11	112	88	2	202	36.1
Nov-11	111	94	2	207	37.0
Dec-12	113	94	3	212	37.9
Jan-12	107	98	7	214	38.2
Feb-12	108	104	3	217	38.8
Mar-12	109	112	3	226	40.4

In March 2011, there were 180 children subject to a protection plan. Over the course of the year, 174 children ceased to be the subject of a plan and 220 became subject of a plan; the end of year total was therefore 226 (March 2012). A significant contribution to the increase in the number of children who became subject to a plan during 2011/12 is accounted for by two families of 10 children each.

Some children will have been made subject to a protection plan and the need for that plan ceased within the year (i.e. because the risk identified had been alleviated or because the children became subject to care proceedings). A measure of the effectiveness of the implementation of protection plans is the percentage of children who have been removed from plans who had been subject to a plan for 2 years or longer. In 2011/12, 8 children (4.6%) ceased to be the subject of a plan after 2 years or longer, and although not meeting the 2% target, the figure is within the statistical neighbour's average of 7%. Over the same period, 24 children (11%) became subject of a protection plan for a second or subsequent time; this is also a measure of the effectiveness of the implementation of protection plans and whilst higher than the target of 8%, the outturn is less than that of comparator authorities (13.9% in 2010/11).

100% of children with protection plans were allocated to a qualified social worker throughout the course of the year. Despite the significant increase in the number of children made subject of a CP plan and therefore initial and review conferences, 99% of cases were reviewed within the required timescales (3 months and then every six months).

There have been increases across most age groups of children currently subject to protection plans. However, the largest increase has been in the 10-15 year old age group who now make up 30% of the total (previously 22% in 2010/11). The number of unborn children subject to plans is a reflection of concerns identified in respect of the parent(s) to be or a concern based upon previous parenting experience.



All child protection categories have increased since last year except for the category of sexual abuse which has decreased from 8% to 3% at the end of March 2012. The percentage of children for whom emotional abuse was identified as being the primary concern has increased from 46% to 55% at the end of March 2012.

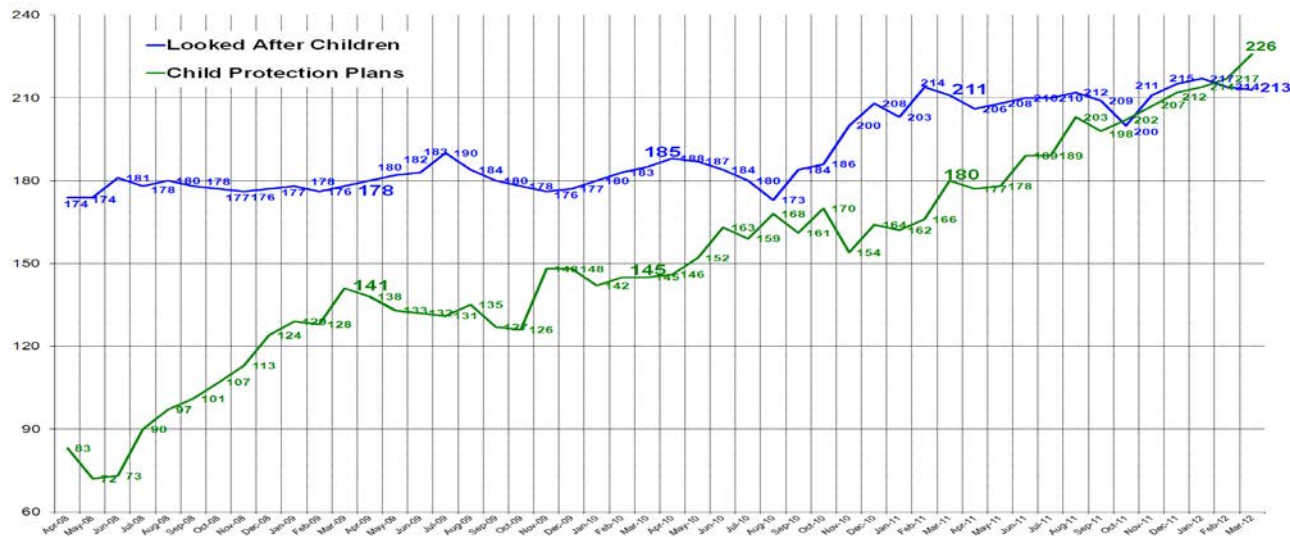
The ethnicity of children subject to a protection plan broadly reflects the population living in South Gloucestershire; however, with such small numbers, minor changes can have a significant impact. Currently, the breakdown is as follows: White 83%, Mixed Ethnicity 8%, Black or Black British 3%, Asian or Asian British 2%, Other Ethnic Origin 0.5% and cases with no ethnicity recorded, 4% (unborn children). There are slightly more boys subject to plans than girls but the difference is not statistically significant.

As at 12th June 2012 there are 214 Children subject of Child Protection plans, a decrease of 12 children compared to the figure of 226 at 31st March 2012.

Children and Young People Looked After

The following chart shows that there has been a significant increase in the number of children subject to protection plans, but the number of looked after children has remained fairly constant throughout the last year.

The national increase in the number of looked after children reflects an increase in the child population – over the course of the last 5 years, the child population nationally has increased by 6% and the number of looked after children by 7%. However, the child population in South Gloucestershire in the same period has not increased but the number of Looked after children has increased by 24%. A partial explanation for this is the number of children accommodated as a result of the Southwark ruling, and the steady increase in contacts and referrals in this period as well as children subject to a plan, is also likely to have an effect on the number of children who have gone on to be looked after.



In 2011/12, 101 children and young people (104 episodes) became looked after and 101 (102 episodes) ceased to be looked after. The age profile of looked after children changed slightly from last year – there was an increase in the number of children looked after at the end of the year aged under 9 and a decrease in the number of children aged 10 and over. The largest increase was in the group of children aged 1–4 yrs. There were some changes in the pattern of the legal status of looked after children this year; a slight decrease in the number of children subject to interim care orders, a decrease in the number subject to full care orders and a small increase in the number of children accommodated under section 20. There were also 16 children who were made subject of a Placement order in 2011/12 compared to 8 in the previous year, which reflects the increase in numbers of children who have a care plan for adoption and signifies success in finding permanence for children. These trends are demonstrated in the following tables, the first of which shows the changes in the age profile and the second to legal status:

Table 6 – Age and legal status of looked after children

Age of Looked After Children	Mar-07	Mar-08	Mar-09	Mar-10	Mar-11	Mar-12
Under1	5	6	4	8	10	9
1-4yrs	18	28	28	28	38	46
5-9yrs	20	20	22	23	35	38
10-15yrs	81	74	77	70	75	72
16+yrs	45	45	47	56	53	48
Total LAC	169	173	178	185	211	213

Legal Status of LAC	Mar-07	Mar-08	Mar-09	Mar-10	Mar-11	Mar-12
Accommodated S20	68	66	75	74	85	89
Interim Care Order	26	38	31	35	53	51
Care Order	74	61	71	71	65	57

The following chart, which sets out the “need codes” underlying the reasons why children became looked after, shows that abuse or neglect is the primary factor for children becoming looked after.

Not included in these figures are the four disabled children who have the legal status of Sec20 (4) under the Children Act 1989 and are looked after when they receive a residential short break.

The following table shows the number of children in each of the social care teams that began and ceased to be looked after in 2011/12. The table also shows the number of looked after children allocated within each team at the end of March 2012.

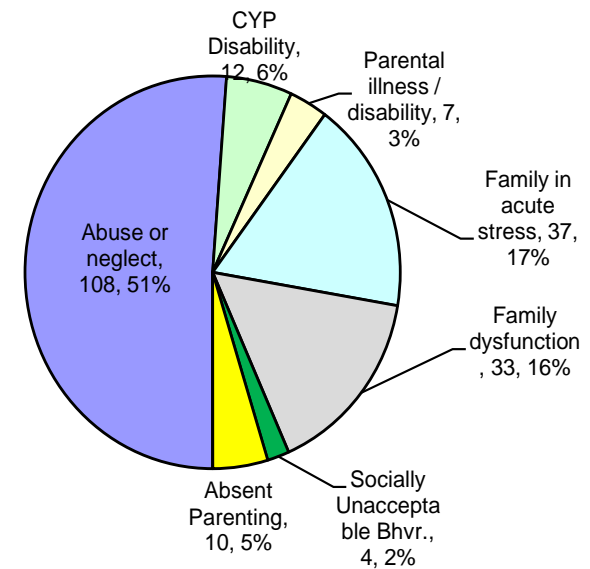


Table 7 – Looked after children 2011/12

	North	South	CHAD	Through Care	Total
Begin looked after	45 (43%)	57 (55%)	1 (1%)	1 (1%)	104
Ceased to be looked after	23 (23%)	21 (20%)	4 (4%)	54 (54%)	102
No of LAC Mar-12	15	14	1	183	213

Most looked after children live with foster carers: 48% with local authority foster carers, 17% with foster carers provided by an independent agency; 15% reside with members of their extended family and 9% in residential accommodation. Placement stability is one of the most significant factors impacting upon looked after children: the percentage of looked after children with 3 or more placements decreased from 13% in 2010/11 to 8.9% in 2011/12. Long term placement stability also improved from 64% to 70%. Monitoring the stability of placements will continue to be a focus for the service over the course of the next year.

83.1% of reviews of Looked after children took place at the required intervals for 2011/12, an increase on the previous year. Most children contributed to their reviews (87.4%) and all Looked after children had an allocated social worker throughout the course of the year.

The ethnicity of looked after children broadly reflects the population in South Gloucestershire and is as follows: white 91%, mixed ethnicity 5%, Asian or Asian British 1%, black or black British 3%, other ethnic origin 1%. The variations are not statistically significant given the low numbers involved.

As at 12th June 2012 there are 206 children who are looked after, compared to 213 at the end of March 2012. There are also 16 children who are subject of a Residence order, Supervision order or both and placed with relatives or friends, but these children are not looked after.

Children in Need

Overall the two Locality social work teams have 482 Child in Need cases open and these cases are held within the North and South teams with the North holding 257 and the South, 225 open cases. Additionally, the Chad team have 203 open CIN cases. These CIN cases can be cases that are currently open at the contact, referral or assessment stage or where the case is open for longer term CIN intervention. Only CIN cases with a core assessment, CIN plan and/or CIN review have been submitted in the case list for Ofsted to prevent cases being picked for audit that are still within the contact, referral or assessment stage. One of our current priorities for improvement as stipulated in the Social care improvement plan is to increase the number of CIN cases with a core assessment, CIN plan and review.

Care Leavers

There are 143 cases currently open to the Leaving Care team (which is part of the Throughcare team) as of 13.6.12. Of these 10 are Eligible young people, 4 are Qualifiers, 16 are Relevant and 113 Former Relevant young people. The 10 Eligible children also currently have LAC status and are reflected in the LAC list.

SECTION 4 - IDENTIFICATION AND ANALYSIS OF EQUALITIES ISSUES AND IMPACTS

As identified by the consultation results, significant differences in the opinions of the following protected characteristic groups are evident:

1. BAME groups
2. Disabled People
3. Males
4. Over 65s
5. Under 18s

As identified by the research conducted, differences have been identified in respect of the same five protected characteristic groups as identified via consultation as follows:

1. People from BAME backgrounds have a high usage of Children's Centres in South Gloucestershire, especially when compared to the BAME population of South Gloucestershire and the BAME population living in each Children's Centre 'catchment area';
2. Disabled people have a high usage of some Children's Centres (Bradley Stoke, Filton, Mangotsfield and Winterbourne) when compared to the average usage levels of Disabled People and the local population figures. Disabled People have a low usage of Kingswood, Staple Hill and Yate Children's Centres when compared to the average usage levels of Disabled People and the local population figures - it should be noted that these 3 Centres are all located within priority neighbourhoods and as such would continue under the proposal under consideration.
3. Bradley Stoke, Filton, Kingswood, Mangotsfield and Yate Children's Centres have a higher number of Males using the Centres when compared to the average usage of this group. It should be noted that 3 of these 5 Centres are within priority neighbourhoods and as such these 3 Centres would continue under the proposal under consideration.
4. Younger people are more likely to use Kingswood, Patchway and Staple Hill Children's Centres and it should be noted that these are all located within priority neighbourhoods and as such would continue under the proposal under consideration.
5. People over 65 years are more likely to use Cadbury Heath, Hanham, Severn Beach, Thornbury and Winterbourne Children's Centres when compared to the average usage of this group. It should be noted that this group represents an extremely small proportion of users - the highest number of users aged 65+ years is at Severn Beach Children's Centre and represents just 1.5% of that Centre's users.

Research has also identified a range of specific/targeted services being delivered in respect of four of the above identified protected characteristic groups. These relate to Dad's groups, Young Mum's groups, children with additional needs groups, post natal groups and a specific Polish group which takes place in Yate.

Consultation and research conducted as an integral element of this EqIAA have raised numerous equalities issues to be considered and addressed. The following table highlights the key equalities impacts along with responses to each issue raised:

Table 5 – Equalities issues identified and responses to each issue

Consultation / Research Source	Comment/Issue Raised	Response
<p>Consultation feedback</p>	<p>Use of Children’s Centres and the support received for mothers with post natal depression</p>	<p>A reduction in the number of Children’s Centres has the potential to impact negatively on mothers experiencing post natal depression. This issue is protected under the protected characteristic of ‘Pregnancy and Maternity’ by the Equality Act 2010.</p> <p>This is a potential negative impact identified by this EqIAA, however, may be mitigated by:</p> <ul style="list-style-type: none"> • Alternative providers of services for Centres would be required to offer targeted support for this group. • Outreach services operated from council maintained Centres will continue to run sessions in localities where there is an identified need. • Children’s Centres would remain open in priority neighbourhoods and via alternative providers and, jointly with health services, continue to provide mothers with information, advice and support as well as opportunities to meet and build relationships with other mothers through a mix of specific and universal sessions. • The 5 Centres currently running specific post natal groups will continue to provide sessions based on need. Where an external provider is involved in operating a Centre they will be required to continue to meet identified demand from key groups. Depending on need, other Centres may introduce sessions to meet demand. • Outreach support will work closely with health visitors to provide targeted support to mothers experiencing post natal depression.

Consultation / Research Source	Comment/Issue Raised	Response
<p>Consultation feedback</p>	<p>Loss of specialist support groups for children and young people with disabilities provided through Children's Centres and youth centres e.g. disabled play sessions and LDD youth group, young carers group.</p>	<p>Currently, two specialist support groups run in Filton and Cadbury Heath Children's Centres. These would continue as both of these Centres are in priority neighbourhoods. This would result in no negative impact.</p> <p>Bradley Stoke, Mangotsfield and Winterbourne Children's Centres all have a higher than average usage by Disabled People. Cessation of operating from these Centres has the potential to impact negatively upon Disabled People. This is a potential negative impact identified by this EqIAA, however, may be mitigated by:</p> <ul style="list-style-type: none"> • Alternative providers of services for Centres would be required to offer targeted support for this group. • Outreach services operated from council maintained Centres will continue to run sessions in localities where there is an identified need. • The 2 Centres currently running specialist support groups will continue to provide sessions based on need. Where an external provider is involved in operating a Centre they will be required to continue to meet identified demand from key groups. Depending on need, other Centres may introduce sessions to meet demand. • As a result of enhancing the resources at the council maintained Centres and delivering a more targeted outreach service it is expected that families of children with a disability, and the children themselves, will receive an improved service.

Consultation / Research Source	Comment/Issue Raised	Response
Consultation feedback	Support provided at Children's Centres for families where English is not the first language	<p>It is reasonably expected that there will be no negative impact for families where English is not the first language.</p> <p>Reasons for this are:</p> <ul style="list-style-type: none"> • The Council has in place a fully researched and comprehensive Equality and Diversity Communications Toolkit in place which is effective in meeting the needs of those for whom English is not a first or spoken/written language. Centres will continue to provide information, advice and support for people who do not have English as a first language. • Where Centres are operated by organisations other than the council, they will have full access to the council's Equality and Diversity Communications Toolkit and will be required to continue to provide services for families where English is not the first language. • Yate Children's Centre has run a Polish group that reached 23 families in 2010/11; this Centre will continue to be maintained by the council and these sessions will continue as long as there remains a need. Depending on need, other Centres may introduce sessions to meet demand.
Consultation feedback	Issues around isolation (particularly in rural areas) caused by inability to access services due to distances travelled and lack of transport (also an issue in areas of deprivation)	<p>This EqIAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this issue. However, the potential for negative impact must not be ignored. Therefore, potential impact of the proposed changes on children and families in rural areas will be mitigated by:</p> <ul style="list-style-type: none"> • All Centres will assess needs on an on-going basis and introduce sessions to meet demand; this will include outreach services and issues pertaining to rurality. • The Children's Centres in the six priority neighbourhoods will remain open and continue to serve the local population in the surrounding areas. • The enhanced staffing in the council maintained Centres would include providing an outreach service to neighbouring communities to enable all families to benefit from the available support.

Consultation / Research Source	Comment/Issue Raised	Response
Consultation feedback	You cannot just target services based on where people live, need is varied, difficult to identify and changes regularly based on individual and family circumstances. People are vulnerable for lots of reasons whatever their class, ethnic origin, age, ability, income or education	<p>This point raised via consultation is at the heart of the proposals being considered. This EqIAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this issue.</p> <ul style="list-style-type: none"> • The definition of ‘need’ cannot be applied in a ‘sweeping’ or ‘broad brush’ manner to all people by virtue of their sharing of a particular protected characteristic as identified by the Equality Act 2010. Each Centre would provide a flexible programme of activities, based on thorough on-going assessments of needs within the communities it serves. • Some universal provision will continue to support the identification of those children and families with greater need. • The extension of the entitlement to 2 year old childcare that will be provided through the Centres will also increase the number of children and families accessing services and the ability to target specific additional services based on identified need. • Therefore proposals for basing Children’s Centres in priority neighbourhoods do not discriminate in terms of any protected characteristic but rather, are focused on providing services with “a particular focus on the most disadvantaged families, in order to reduce inequalities”. The proposals relating to outreach work also recognise that not all children and families requiring support are located in priority neighbourhoods and makes sufficient resources available to support children and families in neighbouring communities to enable all disadvantaged families to benefit from the available support.
Consultation feedback	Staff expressed concern that reduced staffing would not meet demand for support to early years workers such as childminders	<p>This EqIAA has identified no specific impact in relation to a protected characteristic group in respect of this issue.</p> <p>Demand will continue to be monitored on an ongoing basis. However the purpose of the proposed changes is to reflect a change in approach from delivering significant improvement toward maintaining current standards.</p>
Bradley Stoke	High number of BAME users which exceeds the proportionately high percentage of BAME	<p>This EqIAA has identified a potential negative impact with respect to Males, people from BAME backgrounds and Disabled People.</p>

Consultation / Research Source	Comment/Issue Raised	Response
	residents in this location. High proportion of users with a disability compared to the profile of disabled users across South Gloucestershire. Dads' groups run from this centre for 54 Dads (2010-11) and has the highest proportion of male users when compared to other Centres. Post natal groups run from this Centre	<ul style="list-style-type: none"> Alternative providers of services for Centres would be required to offer targeted support for these groups. Outreach services operated from council maintained Centres will continue to run sessions in respect of these identified needs.
Cadbury Heath	Run sessions for children with additional needs Post natal groups run from this Centre	<p>This EqIAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this Centre.</p> <ul style="list-style-type: none"> This Centre will continue to be maintained by the council and these specific groups will continue as long as there is an identified need.
Filton	Young mums' groups run from this Centre Run sessions for children with additional needs	<p>This EqIAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this Centre.</p> <ul style="list-style-type: none"> This Centre will continue to be maintained by the council and these specific groups will continue as long as there is an identified need
Haham	Post natal groups run from this Centre	<p>This EqIAA has identified a potential negative impact with respect to Females (i.e. mothers accessing post natal groups).</p> <ul style="list-style-type: none"> Alternative providers of services for Centres would be required to offer targeted support for these groups. Outreach services operated from council maintained Centres will continue to run sessions in respect of these identified needs.
Kingswood	High proportion of users aged 20-25 Young mums' groups run from this Centre Dads' groups run from this Centre Low proportion of users with a disability	<p>This EqIAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this Centre.</p> <ul style="list-style-type: none"> This Centre will continue to be maintained by the council and specific events for groups will continue as long as there is an identified need. <p>The low percentage of users with a disability at Kingswood Children's Centre is likely to be as a result of alternative provision by a local charity</p>

Consultation / Research Source	Comment/Issue Raised	Response
Mangotsfield	High proportion of male users	<p>This EqIAA has identified a potential negative impact with respect to Males, people from BAME backgrounds and Disabled People.</p> <ul style="list-style-type: none"> Alternative providers of services for Centres would be required to offer targeted support for these groups. Outreach services operated from council maintained Centres will continue to run sessions in respect of these identified needs.
	High proportion of BAME users	
	High proportion of users with a disability	
Patchway	High proportion of users aged 20-25	<p>This EqIAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this Centre.</p> <ul style="list-style-type: none"> This Centre will continue to be maintained by the council and specific events for key groups will continue as long as there is an identified need
	Young mums' groups run from this Centre	
Severn Beach	Low proportion of BAME users	<p>This EqIAA has identified a potential negative impact with respect to people from BAME backgrounds as although lower than all other Centres the number of BAME users is still broadly representative of the local BAME population.</p> <ul style="list-style-type: none"> Alternative providers of services for Centres would be required to offer targeted support for these groups. Outreach services operated from council maintained Centres will continue to run sessions in respect of these identified needs.
Staple Hill	High proportion of users aged 20-25	<p>This EqIAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this Centre.</p> <p>This Centre will continue to be maintained by the council and specific events for key groups will continue as long as there is an identified need</p>
	Low proportion of BAME users	
	Young mums' groups run from this Centre	
The Stokes	High proportion of BAME users	<p>This EqIAA has identified a potential negative impact with respect to people from BAME backgrounds as although lower than other Centres the number of BAME users is still broadly representative of the local BAME population.</p> <ul style="list-style-type: none"> Alternative providers of services for Centres would be required to offer targeted support for these groups.

Consultation / Research Source	Comment/Issue Raised	Response
		<ul style="list-style-type: none"> • Outreach services operated from council maintained Centres will continue to run sessions in respect of these identified needs.
Thornbury	Low/proportionate number of BAME users Post natal group run from this Centre	<p>This EqIAA has identified a potential negative impact with respect to people from BAME backgrounds as although lower than other Centres the number of BAME users is still broadly representative of the local BAME population.</p> <ul style="list-style-type: none"> • Alternative providers of services for Centres would be required to offer targeted support for these groups. • Outreach services operated from council maintained Centres will continue to run sessions in respect of these identified needs.
Winterbourne	Lowest proportion of male users, albeit only 4% points below the average for all Centres Post natal groups run from this Centre	<p>This EqIAA has identified a potential negative impact with respect to Females (i.e. mothers accessing post natal groups).</p> <ul style="list-style-type: none"> • Alternative providers of services for Centres would be required to offer targeted support for these groups. • Outreach services operated from council maintained Centres will continue to run sessions in respect of these identified needs.
Yate Cranleigh	High proportion of BAME users Polish group run for a significant number of children High proportion of users aged 20-25 Young mums' groups run from this Centre Dads' groups run from this Centre	<p>This EqIAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this Centre.</p> <p>A Centre in Yate will continue to be maintained by the council and specific events for key groups will continue as long as there is an identified</p> <p>Specific sessions provided by the Centre will continue as long as there is an identified need.</p>
Yate WG	No recorded users with a disability despite relatively high local population with a disability	<p>This EqIAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this Centre.</p> <p>A Centre in Yate will continue to be maintained by the council and specific events for key groups will continue as long as there is an identified</p>

Consultation / Research Source	Comment/Issue Raised	Response
		Specific sessions provided by the Centre will continue as long as there is an identified need.

SECTION 5 - EqIAA OUTCOME

The following provides an explanation of the outcomes of this EqIAA.

Overall, 5 protected characteristic groups have been clearly identified (via both research and consultation activity) as having the potential to experience negative impact should the proposals be implemented, namely:

1. Age – i.e. under 5s and their parents, under 18s and Over 65s as identified by the research and consultation results.
2. Gender – i.e. service users are more likely to be Female and some services are gender specific e.g. post natal depression services and groups.
3. Ethnicity – i.e. a high proportion of users of Children’s Centres are from BAME communities.
4. Disability – i.e. disabled service users may have difficulty with accessing services if changes are made to local provision and some Centres offer specific services targeted at children with disabilities and their families.

A central question to be addressed as part of the decision-making process is that of whether a decision to implement the proposals would be lawful under equality-based legislation and allow South Gloucestershire Council to meet the requirements of Equality Act 2010 c. 15 Part 11 Chapter 1 Section 149, namely the duty to have due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

Equality is not about ‘treating everyone the same’ it is about treating people differently and in accordance with their needs. When examining this central purpose of the concept of ‘equality of opportunity’, the following must be carefully thought through and considered:

As raised via the consultation, the definition of ‘need’ cannot be applied in a ‘sweeping’ or ‘broad brush’ manner to all people purely by virtue of their sharing of a particular protected characteristic. Applying a definition of ‘need’ that is based on a range of factors brings with it the opportunity to advance equality of opportunity in a way that does not impose a ‘one size fits all’ approach to a protected characteristic group, but which focuses on ensuring people access resources because their individual circumstances are such that assistance is required and of a high value, and not solely by virtue of their sharing of a particular protected characteristic.

Proposals for maintaining Children’s Centres in priority neighbourhoods are focused on providing services to those who need them most. Priority neighbourhoods are clusters of ‘lower super output areas’ (small geographical areas each with an average population of 1500) that make up the priority neighbourhoods of Dodington and Yate, Staple Hill, Kingswood, Filton, Cadbury Heath and Patchway. A lower super output area meets the definition of a priority neighbourhood and has been included (using the 2007 Indices of Multiple Deprivation) if it:

- has at least one “domain” in the bottom 20% nationally, these “domains” being income, employment, health, education, crime, living environment, barriers to services, income affecting children, income affecting older people **and/or**

- is in the bottom 20% overall for South Gloucestershire (amalgamation of the “domains”) **and**
- is part of a cluster

Not all parents with young children require assistance from Children’s Centres and the core purpose of the Centres is clear that there should be “a particular focus on the most disadvantaged families, in order to reduce inequalities”. Furthermore, consultation responses are generally supportive of the proposal to locate council maintained Centres providing an enhanced offer within our priority neighbourhoods. The proposals relating to outreach work also recognise that not all children and families requiring support are located in priority neighbourhoods and makes sufficient resources available to support children and families in neighbouring communities to enable all families to benefit from the available support. Additionally, those protected characteristic groups potentially impacted by this proposal have been clearly identified in this EqIAA and will continue to be targeted through outreach work.

The evidence is clear that should the proposal be implemented, users will continue to have access to a local Children’s Centre, whether this is provided by the council or another organisation. Depending on the involvement of other organisations in the operation of Children’s Centres it is possible that all Centres will remain open.

In the unlikely event of a Centre having to close, service users will be able to attend an alternative Centre. In addition, future users will benefit from an enhanced outreach offer operating from the council maintained Centres responding to specific needs as proactively identified and in particular areas. This provision will be flexible and will vary to meet demand to ensure services are provided to those that have the greatest need in an accessible setting.

Where there may be a negative impact this is mitigated by the availability of other Centres, an enhanced outreach programme and the increased entitlement to childcare for vulnerable 2 year olds. Furthermore the enhanced offer at the 6 council maintained Children’s Centres will provide improved support for those families using the Centre and for reaching children and families that have needs that are not currently being identified or addressed.

Where specific events (e.g. Dads’ groups) are currently delivered to meet an identified demand, and that need remains, and where specific groups (e.g. BAME users) have a high usage, these will continue in the council maintained Centres. Where other organisations are involved in operating a Centre they will be obliged to continue targeted provision for those children and parents. Much of this targeted provision has been identified via this EqIAA.

Proposed changes to the service will ensure that by targeting resources the council maintained children’s centres will have greater capacity to meet the needs of key groups. Furthermore, investment in targeted outreach will directly support those members of our communities with identified protected characteristics.

Services provided by Children’s Centres will continue to be open and accessible to all individuals. The requirements for the local communities will continue to be monitored and responded to.

Where services may be commissioned from alternative providers the procurement process will ensure compliance with equalities legislation and, in keeping with the core purpose, providers will be required to provide services targeted at those groups in greatest need, including those with protected characteristics.

The planned withdrawal of funding to support training of workers in the early years sector will impact the predominantly female workforce, however this should be seen within the context of recent over-investment to deliver significant improvement and mitigating factors including central government now providing funding for Early Years Professional Status (EYPS) training for those working in the statutory sector.

This approach presents the opportunity to contribute towards meeting all three elements of the General Equality Duty (as described in the Equality Act 2010 c. 15 Part 11 Chapter 1 Section 149) by meeting the needs of parents and young children who require assistance rather than singling people out based purely on a protected characteristic grouping.

EqIAA Outcome

The implementation of this proposal would result in a potential negative impact for some young children and their families. However, this impact is mitigated for all of the reasons stated.

In addition, opportunities for delivering positive impacts are in place via the proactive approach to identifying need across all communities.

SECTION 6 - ACTIONS TO BE TAKEN AS A RESULT OF THIS EqIAA

As a result of this EqIAA, the following actions will be taken:

Depending on the selected option - If engaging with potential alternative provider organisations ensure all issues identified within this EqIAA are addressed as part of the contract negotiation and handover arrangements. Where relevant, ensure that the council's 'equalities in procurement guidance' informs the approach to be taken.

Continue provision for key protected characteristic groups where this is as a result of an identified need.

Outreach support to work closely with health visitors to provide targeted support to mothers experiencing post natal depression.

Alternative providers of services for Centres to be required to offer targeted support for mothers with post natal depression and disabled young people where there is an identified need.

Joint working with health services in order to continue to provide mothers with information, advice and support.

Outreach services operated from council maintained Centres to continue to run sessions for disabled young people in localities where there is an identified need. An identified need has already been highlighted via the analysis of data pertaining to Bradley Stoke, Mangotsfield and Winterbourne Children's Centres.

Filton and Cadbury Heath Centres to continue to provide sessions for disabled young people based on need.

All Centres to assess needs on an on-going basis and introduce sessions to meet demand.

Ensure clear dissemination, including to external providers, of the Equality and Diversity Communications Toolkit.

Monitor the impact of any implementation of the proposals, specifically on protected characteristic groups.

Appendix 1 – Draft Equality Impact Assessment covering all integrated services for children, young people and families proposals which was included in the consultation pack and feedback invited as explained in section 2 above

Draft equality impact assessment of proposals for the development of early intervention and preventative services for children, young people and families in South Gloucestershire

When drafting the proposals for the development of early intervention and preventative services for children, young people and families in South Gloucestershire, the council has made an initial assessment of the possible impacts of these changes on key groups. This is to ensure we are able to minimise the negative and maximise the positive impacts of these changes. As part of the consultation please provide further feedback on the potential impacts on specific groups that you may reasonably anticipate as a result of the changes being proposed (as outlined in the consultation paper).

- Strand 1: Integrated services for early years - Developing an enhanced Children's Centre programme in those parts of South Gloucestershire where there is the highest concentration of disadvantaged families.
- Strand 2: Targeted support for parents and families - Creating an integrated Family Solutions Service to provide targeted support to parents and carers and their families to enable them to become more effective as a family unit.
- Strand 3: Integrated services for young people - Establishing an integrated Targeted Youth Support Service to meet the needs of those teenagers who are most at risk of poor outcomes, whilst working with partner organisations to enable all young people to access a wide range of positive activities.

Group	Function / service change that may impact	Mitigation
Gender	<p>Changes to the provision of children and youth centres. The majority of parents who access services at children's centres are women.</p> <p>Changes to the support provided for training and development of the early years workforce (that are predominantly female).</p> <p>Changes to the provision of Teenage Pregnancy support</p> <p>Changes to services for young people not in education, employment or training (57% male, 43% female).</p> <p>Changes to the provision of children and youth centres. This may impact services currently provided for fathers.</p>	<p>Children's / youth centre services will continue to be open and accessible to all individuals.</p> <p>Central government is now providing funding for Early Years Professional Status (EYPS) training for those working in the statutory sector.</p> <p>Money has been invested to build and embed capacity within the workforce to reduce teenage pregnancy and the benefit of this investment will continue.</p> <p>Children's centres are currently used by 36% of teenage mothers, through targeting resources in communities where teenage pregnancy rates are highest we aim to improve provision for this group.</p> <p>Where there is an identified need, flexible resources will be targeted to provide specific support to key groups.</p> <p>Support for young people not in education, employment or training will be targeted to achieve the most effective results.</p> <p>Where there is an identified need, resources will be targeted to provide specific support to key groups. Targeted outreach will focus support for those fathers who require it.</p>

Group	Function / service change that may impact	Mitigation
	<p>Changes to provision of the Youth Offending Service. A higher proportion of youth offenders are male.</p>	<p>During 2010/11 the Youth Offending Service worked with 228 young people. Through developing an integrated, multi-disciplinary targeted youth support service we will intervene as early and as effectively as possible and ensure resources are focused on supporting those groups most at risk.</p>
	<p>Workforce changes</p> <p>Children / Youth centre roles/jobs are open to all individuals regardless of gender. The majority of the workforce are women.</p> <p>For all equalities groups considered, changes to provision of services may result in changes in the workforce.</p>	<p>Any staffing changes will be carried out in accordance with the council's workforce change procedure to ensure no discrimination against staff based on gender.</p> <p>Any transfer of staff will be conducted in accordance with legal and council policy guidelines to avoid discrimination against any particular group.</p>
<p>Lesbians, gay men and bisexuals</p>	<p>Changes to the provision of children and youth centres. This may impact services currently provided for LGBT.</p>	<p>Where there is an identified need LGBT groups will continue to be supported.</p> <p>Potential alternative providers will be required to demonstrate how they will comply with equalities legislation as part of the procurement process.</p>
	<p>Workforce changes</p>	<p>Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff based on sexual orientation.</p>
<p>Transgender people</p>	<p>As above</p>	<p>As above</p>
<p>White people (including Irish people)</p>	<p>Changes to the provision of children and youth centres. Some centres provide services targeted towards particular ethnic groups.</p>	<p>Children / Youth centre services will continue to be open and accessible to all individuals. The requirements for the local communities will continue to</p>

Group	Function / service change that may impact	Mitigation
		<p>be monitored and responded to.</p> <p>By targeting resources the council maintained children's centres will have greater capacity to meet the needs of key groups.</p> <p>Investment in targeted outreach will directly support those members of ethnic groups where a specific need is identified.</p>
	Workforce changes	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff of a particular ethnic.
Asian or Asian British people	As above	As above
Black or Black British people	As above	As above
People of mixed heritage	As above	As above
Chinese people	As above	As above
Travellers (gypsy/Roma/Irish heritage)	As above	As above
People from other ethnic groups	As above	As above
Physical impairment, e.g. mobility issues which mean using a wheelchair or crutches.	Changes to the provision of children and youth centres. Some centres provide particular services targeted towards children or carers with disabilities or special needs. Closing centres may make it more difficult for these groups to access local services depending where they live. Children's centres are used by 32% of families with disabled children aged 0-4.	<p>Children / Youth centre services will continue to be open and accessible to all individuals. The requirements for the local communities will continue to be monitored and responded to.</p> <p>By targeting resources the council maintained children's centres will have greater capacity to meet the needs of key groups.</p> <p>Investment in targeted outreach will directly support</p>

Group	Function / service change that may impact	Mitigation
		<p>those members of our communities with disabilities.</p> <p>Where services may be commissioned from alternative providers the procurement process will ensure compliance with equalities legislation and, in keeping with the core purpose, providers will be required to provide services targeted at those groups in greatest need, including those with disabilities.</p>
	Workforce changes	Any staffing changes will be carried out in accordance with the council's workforce change procedure to ensure fair and consistent practice. If changes in location are required, travel needs and disability will be taken into account in order to minimise any adverse impact.
Sensory impairment, e.g. blind/having a serious visual impairment, deaf/having a serious hearing impairment.	As above	As above
Mental health condition, e.g. depression or schizophrenia	As above	As above
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder	As above	As above
Long-standing illness or health condition, e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy	As above	As above
Other health problems or impairments	As above	As above

Group	Function / service change that may impact	Mitigation
Older People	The potential changes are unlikely to impact Older people.	Services for families will be open and accessible to all, regardless of age.
	Workforce changes	The process for changing the staffing structure will be in accordance with the Council's workforce change procedure and will be carried out in a fair manner with no discrimination based on age or any other protected characteristic.
Children and Young People (CYP)	<p>Changes to the provision of children and youth centres.</p> <p>Some reductions in youth work sessions as a consequence of short term vacancy management.</p> <p>Changes to support for the early years workforce for training and development may impact quality of provision for CYP.</p> <p>Changes to the support provided for Extended Schools Development.</p> <p>Changes to the provision of early years advisory services</p>	<p>In line with the core purpose we will target support to those who need it most. Active outreach will respond to particular needs within a community with specific and focused interventions.</p> <p>12/13 savings will come from internal efficiencies and back office to ensure no immediate impact on activity timetables.</p> <p>Redistribute resource to ensure that groups most in need continue to receive provision.</p> <p>Money has been invested to support staff to gain qualifications and these staff will continue to provide high quality provision within settings and embed high standards. Central government is also providing funding for Early Years Professional Status (EYPS) training for those working in the statutory sector.</p> <p>Agreement with schools to pay for this service in the short term and will look to make this permanent.</p> <p>Money has been invested to build and embed capacity within the sector and the benefits of these</p>

Group	Function / service change that may impact	Mitigation
	<p>and childminding support.</p> <p>Changes to the provision of Educational Psychology and Inclusion Support.</p> <p>Changes to the support provided for the Connexions service.</p> <p>Changes to the provision of the Young People's Drug and Alcohol service.</p> <p>Changes to the provision of Parenting and Family Support.</p> <p>Increase in funding for child care for vulnerable 2 year olds.</p>	<p>improvements will be sustained. Targeting of funding to ensure it is directed to areas of greatest need.</p> <p>Impact will be further informed by the SEN white paper and changes are being deferred accordingly.</p> <p>Establishing an integrated Targeted Youth Support Service that ensures CYP have access to learning that motivates participation and encourages achievement in education, employment, training and positive activities.</p> <p>Through developing an integrated, multi-disciplinary targeted youth support service we will intervene as early and as effectively as possible and ensure resources are focused on supporting those CYP most at risk of misusing drugs and alcohol.</p> <p>Creating an integrated Family Solutions Service to provide targeted support to parents and carers and their families.</p> <p>This positive opportunity will extend the current provision of child care and will support a significant number of children and their families.</p>
Parents and carers	Changes to the provision of children and youth centres.	In 2010/11 only 9% of lone parents with children aged 0-4 accessed our children's centres, by targeting our resources and improving our outreach programmes the changed operating model would aim to increase provision for this group.

Group	Function / service change that may impact	Mitigation
	Workforce changes	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff that are parents or carers.
Faith Groups	Changes to the provision of children and youth centres. Some centres provide particular services targeted towards particular faith groups.	<p>Children / Youth centre services will continue to be open and accessible to all individuals. The requirements for the local communities will continue to be monitored and responded to.</p> <p>By targeting resources the council maintained children's centres will have greater capacity to meet the needs of key groups.</p> <p>Investment in targeted outreach will directly support those members of faith groups where a specific need is identified.</p>
	Workforce changes	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff of a particular faith group.
Pregnancy and Maternity	<p>Service changes</p> <p>Changes to the provision of children's centres.</p> <p>See also reference to teenage pregnancy in Gender section above.</p>	<p>Closer working with midwifery services to identify and support those most in need.</p> <p>See also reference to teenage pregnancy in Gender section above.</p>
	Workforce changes	
	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no	Although some staff may have to change location, the impact in terms of travel, childcare responsibilities etc

Group	Function / service change that may impact	Mitigation
	discrimination against staff that are pregnant or on maternity leave.	will be considered and minimized.
Marriage and Civil Partnership	Services will continue to be available to all individuals regardless of marriage and civil partnership status.	<p>Services will continue to be available to all individuals regardless of marriage or civil partnership status.</p> <p>Support for single parents will continue where there is an identified need.</p>
	Workforce Changes	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff based on their marital / civil partnership status.
Families on low Income	<p>Changes to the provision of children and youth services.</p> <p>Increase in funding for child care for vulnerable 2 year olds.</p>	<p>Services will be targeted to those families with the greatest need.</p> <p>There will be additional support for low income households with significant funding being made available for childcare services.</p>
Geographically isolated families	Changes to the provision of children and youth centres.	The enhancement of the outreach service will provide additional resources and flexibility to address the needs of those families that are more isolated and living in rural locations.

