

Budget Proposals 2014/15 and 2015/16: Equality Impact Assessment (EIA) Reduction in Grant for Action for Children – DRAFT

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|-----------------------|---------------------------|---------------------|---|
| Officer Name: | Rachael Williams | Position: | School Service Manager (Early Years) |
| Business Unit: | School Improvement | Directorate: | Childrens Services |
| Date started: | November 2013 | Date: | 6th February 2014 |

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of their proposals on the community. As a council we need to ensure that we are able to deliver the savings that we need to make while mitigating against any negative or adverse impacts on particular groups across our communities.

This EIA will evidence that the Council have fully considered the impact of the proposed changes and has carried out appropriate consultation on those changes with the key stakeholders. This EIA and the evidence provided within it will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

Executive Lead / Head Sign off:

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|--------------------------|-------------------------------------|------------------------|-------------------------------------|
| Executive Lead(s) | Ken Pritchard | Executive Head: | Richard Williams |
| Date: | 6th February 2014 | Date: | 6th February 2014 |

Summary from Overall Budget Proposals:

| Proposals – Outline | Savings for 2014/15 and 2015/16 | | Implementation Cost <i>Include brief outline + year incurred</i> | Delivery <i>When will this proposal realise income / savings</i> | Risks / impact of proposals <ul style="list-style-type: none"> • Potential risks • Impact on community • Knock on impact to other agencies | Type of decision | | |
|--|---------------------------------|--------------------|---|---|--|------------------|-------|-------|
| | Income £ | Budget reduction £ | | | | Internal | Minor | Major |
| Reduction in the Action for Children Contract by 10% in 2014/15 and 2015/16 | | 200,000 | No Implementation Costs | £100,000 01/04/14 £100,000 01/04/15 | The Local Authority has an option within the current contract for Children’s Centres (delivered by Action for Children) to reduce the contract value by 10% a year. This proposal may limit the ability of Action for Children to deliver some current services and achieve targets. The potential impact of this two year proposal will be explored through consultation with Action for Children. An Equality Impact Assessment has been undertaken in relation to this proposal. | | X | |

| Proposals – Outline | Savings for 2014/15 and 2015/16 | | Implementation Cost <i>Include brief outline + year incurred</i> | Delivery <i>When will this proposal realise income / savings</i> | Risks / impact of proposals <ul style="list-style-type: none"> • Potential risks • Impact on community • Knock on impact to other agencies | Type of decision | | |
|--|---------------------------------|--------------------|---|---|---|------------------|-------|-------|
| | Income £ | Budget reduction £ | | | | Internal | Minor | Major |
| Reduction in the Action for Children Contract 2015/16 | | 50,000 | No Implementation Costs | £50,000 01/04/15 | This is further cuts to the current Action for Children Contract. The Local Authority will be implementing the already agreed 10% cut stated within the contract for 2015/16. This proposal may limit the ability of Action for | | X | |

| Proposals – Outline | Savings for 2014/15 and 2015/16 | | Implementation Cost <i>Include brief outline + year incurred</i> | Delivery <i>When will this proposal realise income / savings</i> | Risks / impact of proposals <ul style="list-style-type: none"> • <i>Potential risks</i> • <i>Impact on community</i> • <i>Knock on impact to other agencies</i> | Type of decision | | |
|---------------------|---------------------------------|--------------------|---|---|---|------------------|-------|-------|
| | Income £ | Budget reduction £ | | | | Internal | Minor | Major |
| | | | | | <p>Children to deliver some current services and achieve targets.</p> <p>The potential impact of this additional proposal will be explored through consultation with Action for Children. An Equality Impact Assessment has been undertaken in relation to this proposal.</p> | | | |

Section 1: Purpose of the proposal/strategy/decision

| No | Question | Details |
|----|--|---|
| 1. | <p>Clearly set out the proposal and what is the intended outcome.</p> | <p>In 2012 the Local Authority commissioned the delivery of Children Centre services to Action for Children. Services for Torbay's Children's Centres are delivered in Torquay (Echo, Zig Zags, Watcombe, Cockington), Paignton (Parkside, Oldway), Brixham (Furzeham). Children's Centres provide a universal service available to all families with a child aged 0 to 5 years and include services such as stay and play sessions, young Mums to be, parents to be, dad's clubs as well as providing targeted family support for more vulnerable families.</p> <p>This proposal seeks to reduce the contract with Action for Children by 10% in 2014/15 and 10% in 2015/16 together will an additional reduction of £50,000 in 2015/16 This would reduce their contract to £850,000.</p> <p>The Local Authority will work with Action for Children to ensure that any alternations to services have a minimal impact for families who use the services.</p> <p>The original contract awarded to Action for Children in 2011, has a clause which allows the local authority to implement a 10% budget reduction for each year of the assigned contract years. The additional £50,000 reduction fall outside of this agreement.</p> |
| 2. | <p>Who is intended to benefit / who will be affected?</p> | <p>The following groups may be affected by this proposal:</p> <ul style="list-style-type: none"> • Action for Children as the current service provider • Current and potential service users – families with children aged 0 to 5 and expectant parents. • Partner organisations who deliver services from the children centre sites for example, health visitors, Job CentrePlus. |

Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions/proposals on the Torbay community.

Evidence, Consultation and Engagement

| No | Question | Details |
|----|---|--|
| 3. | Have you considered the available evidence? | <p>The current children’s centre contract covers all aspects of the Department for Educations Core Purpose. As listed below</p> <p>Children’s Centers must:-</p> <ol style="list-style-type: none"> 1. Improve 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 <p>Supported by improved:</p> <ul style="list-style-type: none"> Parenting aspirations, self esteem and parenting skills Child and family health and life chances. <p>To deliver the core purpose they need to</p> <ol style="list-style-type: none"> 2. Assess need across the local community 3. Provide access to universal early years services in the local area including high quality and affordable early years education and childcare 4. Provide targeted evidence based early interventions for families in greatest need, in the context of integrated services 5. Act as a hub for the local community, building social capital and cohesion 6. Share expertise with other early years settings to improve quality. <p>Sector Leaders believe that all children’s centre activity should be underpinned by the principles of:</p> <ol style="list-style-type: none"> 7. Respecting and engaging parents 8. Working in partnership across professional/agency boundaries. <p>Torbay has two designated Childrens Centres. Torquay and Paignton with Brixham. The Children Centres were inspected in 2011 and achieved good inspection grades, these inspections took place under a previous inspection schedule and both centres are due to be re-inspected.</p> |

| No | Question | Details |
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| | | <p>The Children Centres and their planned outreach activities are based within areas of deprivation, they provide a universal service that is available to all families with a child under the age of 5 (approximately 6,690 children across Torbay). In addition to the universal services the Children Centre provides targeted family support to children under the age of 5. The children's centres currently reach 34% of all children living in Torbay within each quarter of the year.</p> |
| 4. | <p>How have you consulted on the proposal?</p> | <p>In November 2013 the Local Authority informed the Action for Children of the proposal to implement the 10% budget reduction (£100K) listed in the contract. In December 2013 Action for Children conducted their internal budget review and setting process. This involved the senior leadership team of Torbay Children's Centres and the Regional Manager of Action for Children. In January 2014 the Children's Centre Manager met with the School Service Manager (Local Authority) to outline the proposed budget savings and the impact on service users and the delivery model</p> <p>The budget reductions outlined did not impact on the number of services that were universally available to families. All groups that are currently provided would continue.</p> <p>As a result of these findings no public consultation has been undertaken.</p> <p>In July 2014, the Local Authority informed Action for Children of the proposal to implement the 10% budget reduction for 2015/16 and the additional reduction of £50,000 in 2015/16. A total budget reduction of £150,000 in 2015/16.</p> <p>The Local Authority will meet with Action for Children on 27th July 2014 to formalise the consultation process.</p> |
| 5. | <p>Outline the key findings</p> | |
| 6. | <p>What amendments may be required as a result of the consultation?</p> | |

Positive and Negative Equality Impacts

| No | Question | Details | | |
|----|---|---|---|---|
| 7. | Identify the potential positive and negative impacts on specific groups | | | |
| | | Positive Impact | Negative Impact | Neutral Impact |
| | Older or younger people | Potential impact on children (0-5 yrs old) attending children's centres services. This will be fully assessed through the consultation and this section updated accordingly. | Potential impact on children (0-5 yrs old) attending children's centres services. This will be fully assessed through the consultation and this section updated accordingly. | |
| | People with caring responsibilities | Potential impact on families of children (0-5 yrs old) attending children's centres. This will be fully assessed through the consultation and this section updated accordingly. | Potential impact on families of children (0-5 yrs old) attending children's centres. This will be fully assessed through the consultation and this section updated accordingly. | |
| | People with a disability | | | No differential impact identified at this stage |
| | Women or men | Any differential impact on men or women attending children's centres will be fully assessed through the consultation and this section updated accordingly. | Any differential impact on men or women attending children's centres will be fully assessed through the consultation and this section updated accordingly. | |
| | People who are black or from a minority ethnic background (BME) | | | No differential impact identified at this stage |
| | Religion or belief (including lack of belief) | | | No differential impact identified at this stage |
| | People who are lesbian, gay or bisexual | | | No differential impact identified at this stage |
| | People who are transgendered | | | No differential impact identified at this stage |

| No | Question | Details | | |
|------------|---|---|---|---|
| | People who are in a marriage or civil partnership | | | No differential impact identified at this stage |
| | Women who are pregnant / on maternity leave | Any differential impact on women who are pregnant or on maternity leave centres will be fully assessed through the consultation and this section updated accordingly. | Any differential impact on women who are pregnant or on maternity leave centres will be fully assessed through the consultation and this section updated accordingly. | |
| | Socio-economic impacts (Including impact on child poverty issues and deprivation) | Any socio-economic impacts will be fully assessed through the consultation and this section updated accordingly. | Any socio-economic impacts will be fully assessed through the consultation and this section updated accordingly. | |
| | Public Health impacts (How will your proposal impact on the general health of the population of Torbay) | Any public health impacts will be fully assessed through the consultation and this section updated accordingly. | Any public health impacts will be fully assessed through the consultation and this section updated accordingly. | |
| 8a. | Cumulative Impacts – Council wide (proposed changes elsewhere which might worsen the impacts identified above) | None identified at this time, this will be fully assessed through the consultation. | | |
| 8b. | Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above) | None identified at this time, this will be fully assessed through the consultation. | | |

Section 3: Mitigating action

| No | Action | Details |
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| 9. | Summarise any negative impacts and how these will be managed? | |

Section 4: Monitoring

| No | Action | Details |
|-----|------------------------------|---------|
| 10. | Outline plans to monitor the | |

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|--|---------------------------------|--|
| | actual impact of your proposals | |
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Section 5: Recommended course of action

| No | Action | Outcome | Tick ✓ | Reasons/justification for recommended action |
|-----|--------------------------------------|---|--------|--|
| 11. | State a recommended course of action | Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken | | |
| | | Outcome 2: Adjustments to remove barriers – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality | | |
| | | Outcome 3: Continue with proposal - Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have ‘due regard’. | | |
| | | Outcome 4: Stop and rethink – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified | | |