

Children's Service Equality Impact Assessment (EIA) Questionnaire

1. Details of function, policy, procedure or service:	
Title of what is being assessed: Review how the services we buy are used and how similar services could be joined up, including support to organisations around quality of childcare.	
Is it a function, policy, procedure or service: Service	
Department and Section: Children's Service, Early Intervention and Prevention	
Date assessment completed: February 2014	
2. Names and roles of officers completing this assessment:	
Lead officer	Jasmin Cheung
Stakeholder groups	-
Representative from internal stakeholders	Stuart Collins, Jody Nason
CS Equalities Network rep	Lesley Holland
HR rep (for employment related issues)	Rena Abraham /Tracy Traverse-Burley (Capita)
3. Full description of function, policy, procedure or service:	
<p>Why is it needed and what are the outcomes to be achieved?</p> <p>The Government's spending review has reduced the amount of money available for the Council to spend over the coming years. Over the past three years the Children's Service has reduced budgets by over £12m (around 20% of the budget) across a range of areas.</p> <p>For 2014/15 the Children's Service needs to find further savings of £4.44m (around 8% of the current budget). Of this, it is proposed that £1.3m of savings is found in commissioned services. In order to meet this financial target, whilst ensuring that we can continue to deliver high quality services for children, young people and families, it is proposed that these savings will be achieved by:</p> <ul style="list-style-type: none"> • Mapping service delivery to minimise duplication and enhance efficiencies across service delivery • Re-commission, where appropriate, to achieve better value for money • Work with contracted providers to identify efficiency savings • Target limited resources to improve outcomes for the borough's most vulnerable children and young people. <p>There are three proposals relating to commissioned services savings for children. The services outlined in this Equalities Impact Assessments (EIA) relate to Proposal 1c:</p> <p>Review how the services we buy are used and how similar services could be joined up. This is likely to result in a combination of efficiencies and reductions. Some of the key areas this would impact on are: youth homelessness, peer support and mentoring for young people, activities for young people, domestic violence services, support to young carers, parenting programmes, support to organisations around quality of childcare, careers support for young people with Learning Difficulties and Disabilities, information system holding information on young people, social care out of hours service, community coaching (peer-to-peer support for families).</p> <p>Proposed saving: £600k</p> <p>Quality of childcare is one of the areas under consideration for achieving these savings from Children's</p>	

Services commissioned services. This provides information, support and training to childcare providers around their provision of childcare, including breakfast, after schools and holiday clubs. The commissioned services are not directly provided to children and young people.

Who is it aimed at?

This will cover a range of professionals and childcare providers across the borough.

Who is it likely to benefit?

The review of the current services will benefit all those accessing support for childcare provisions. The services will be re-aligned to prevent duplication and to ensure that the Council's offer is clear and transparent so that families and providers are aware of what they can access.

Services Currently Provided

In the recent Childcare Sufficiency Assessment (CSA) completed in November 2013, day care providers and child-minders were invited to share their views on what they believed was a priority for them in terms of future support and advice. Two of the top categories were staff training (41.5% - day care providers, 28.5% - child minders) and advice on the needs of specific groups of children (27% - day care providers, 21.5% - child minders). Alongside the contracted external providers, the Early Years Standards Team provides a variety of services/support including courses like 'Implementing changes in the EYFS' and 'Statutory Assessment in Reception.' The support that the external providers are currently providing will be reviewed to ensure that services can be matched in any re-alignment and feedback from users and providers will be sought to ensure that value is not lost in any area.

Further vulnerable children aged 2-5 years old are offered funded childcare places as part of the Early Years Vulnerable Families (EYVF) funding which offers eligible families up to 15 hours of childcare in Children's Centres which provide on-site childcare. This scheme has been expanded to include private, voluntary and independent childcare (PVI) providers who have been participating on the Free Early Education (FEE) for two year olds scheme and nursery schools/classes. Also the Family Support and Early Intervention Service will continue to work with early years providers in the borough and seek to increase participation in providing good quality provision.

Proposal

There are 3 contracts that the Council holds with 2 providers. These contracts started in July 2013 and are due to last for 33 months. The review (currently on-going) has shown that there is a duplication of service between external services and ones provided by the Early Years Standards Team (based in the Council). The providers are being consulted in line with the review and their feedback will be collated and considered. The proposed options are to:

1. Decommission all three childcare contracts and go through a competitive tender process for one contract.
2. Continue with contracts for Breakfast clubs, Afterschool clubs and Holiday provision but decommission and reduce remaining contracts.
3. Reduce all three childcare contracts by a proportional amount but continue a service with all.

Identify the ways people can find out about and benefit from the proposals.

A 12 week borough wide public consultation was carried out to enable all residents and stakeholders, including providers and service users, to give feedback on the Children's Service 2014/15 budget proposals. The consultation commenced on 8 November 2013 and ended on 31 January 2013.

Residents were able to submit their views on the proposed changes through a number of different channels. They could complete an online questionnaire or submit their views by post or email. The consultation was available online on Barnet's Engage website and Barnet's Youth Board and the UK Youth Parliament created a young person friendly version of the Children's Service Budget Proposals consultation which included an online survey to collect their views¹.

¹ The survey is available at: www.surveymonkey.com/s/csyounpeople

A total of 84 people responded to the children's service budget consultation survey. Of those who gave their personal details via the online questionnaire, the breakdown was as follows (excludes those who did not answer the question):

- 65.9% (29) were female, 20.5% (9) were male, 13.6% (6) preferred not to say
- 4.5% (2) were aged 25-34, 20.5% (9) aged 35-44, 36.4% (16) aged 45-54, 18.2% (8) aged 55-64, 4.5% (2) aged 65-74, 2.3 % (1) aged 75+, 13.6% (6) preferred not to say
- 56.8% (25) were white British and 9.1% (4) White Other, 4.5% (2) Asian or Asian British - Indian, 4.5% (2) Black or Black British – African, 4.5% (2) White Turkish/Turkish Cypriot, 2.3% (1) Asian or Asian British – Bangladeshi, 2.3% (1) White Greek/ Greek Cypriot, 2.3% (1) White Irish, and 13.6% (6) preferred not to say
- 50% (21) were Christian, 11.9% (5) no religion, 7.1% (3) Jewish, 4.8% (2) agnostic, 7.1% (3) Muslim, 2.4% (1) atheist, 2.4% (1) Buddhist, 2.4% (1) Hindu, and 12.5% (7) preferred not to say
- 81% (34) were heterosexual, 2.4% (1) gay, 7.1% (3) bisexual, and 9.5% (4) preferred not to say
- 5 people (out of 42) stated they had a disability under the DDA

For the young people's survey, few respondents chose to give information about themselves, however as with the overall survey, there was a general trend of more females than males responding.

The providers of the commissioned services under consideration have been consulted with on an individual basis. The council sent letters to each provider and meetings were held at an early stage in the process to inform them of the consultation and the proposed savings across Children's Services.

4. How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far

Equality Strand	Affected?	Explain how affected	What action has been taken already to mitigate this?
NOTE: APPLICABLE TO ALL STRANDS	Unknown	At this stage, it is difficult to predict whether any strands will be impacted as the contracts are reviewed and the move towards a single contract (of supplementary services) is progressed. However, information based on best possible knowledge is included below. Further as a general note, if the childcare provider market does not remain stable and buoyant then this could have an impact on current services provided and who accesses them.	It is not anticipated that any services/support will be removed as the focus is on duplicated services. Effective monitoring will need to be in place to ensure that once services have been centralised that feedback is collected from users and actioned as necessary.
Race	Yes <input type="checkbox"/> / No <input type="checkbox"/>	The service is available to childcare providers across the borough and as such the end beneficiaries are broadly in line with the borough's 0 to 19 population	

		and so no disproportionate impact is anticipated. ²
Gender	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The support, advice and training provided to childcare providers caters for the needs of both genders.
Disability	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	One of the recommendations from the CSA was that improvement should be made regarding access to information for parents of children with disabilities. To help ensure that this group is not disproportionately impacted, work to cover this recommendation is part of the Early Years Review.
Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The two main age groups impacted would be 0-4 years old (childcare provision) and 5-19 years olds (afterschool/breakfast clubs), as such they are most likely to be impacted by any changes. Those in the 15 to 19 age group are less likely to be impacted as they use fewer services. Parents could also potentially be impacted.
Sexual orientation or gender reassignment	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	Services are not offered differently depending on sexual orientation or gender

² Table 6 from Childcare Sufficiency Assessment 2013

Ethnicity	0 – 4 years		5 – 9 years		10 – 14 years		15 – 19 years	
	population	%	population	%	population	%	population	%
White	13,093	49.9%	12,159	54.4%	13,244	62.2%	13,068	63.5%
Black Caribbean	236	0.9%	246	1.1%	256	1.2%	268	1.3%
Black African	2,362	9.0%	2,168	9.7%	1,874	8.8%	1,729	8.4%
Black Other	1,286	4.9%	983	4.4%	788	3.7%	720	3.5%
Indian	2,257	8.6%	1,811	8.1%	1,576	7.4%	1,749	8.5%
Pakistani	735	2.8%	536	2.4%	426	2.0%	473	2.3%
Bangladeshi	289	1.1%	224	1.0%	128	0.6%	123	0.6%
Chinese	603	2.3%	492	2.2%	447	2.1%	473	2.3%
Other Asian	1,627	6.2%	1,140	5.1%	852	4.0%	761	5.7%
Other Ethnicity	3,752	14.3%	2,638	11.8%	1,661	7.8%	1,173	7.7%

		reassignment, as such these groups are not likely to be disproportionately impacted by any changes.	
Religion or belief	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The support, advice and training provided to childcare providers is provided to all childcare providers requesting it, regardless of religion or belief.	
Pregnancy/maternity (including teenage parents)	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	There are no specific providers of childcare targeting this group and therefore no data set on the precise cohort that would access these providers. However, parents as a group are most likely to be impacted by this proposal as they and their children are the users of the childcare service.	
Marital status	Yes <input type="checkbox"/> / No <input type="checkbox"/>	There are no specific providers targeting this group and therefore no data set on the precise cohort that would access these providers.	
Those on low incomes	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The FEE scheme for 2 year olds has to be provided for by PVI's that are of a good or outstanding Ofsted rating. Therefore there could be an impact upon this group if the support/services provided did not meet the required standard.	

5. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents

The impact on satisfaction ratings for residents as a whole will be minimal as no services or support are being reduced but streamlined so that the Early Years Standards Team is the central hub for improving standards across the borough. There may be concerns that this process may impact on the quality of the settings but to mitigate this risk, the Council is conducting a careful mapping exercise and consulting with providers to ensure that their views and comments are incorporated into the service re-design.

6. How does the proposal enhance Barnet's reputation as a good place to work and live?

The proposal should not impact on Barnet's reputation as there is no anticipated reduction of service/support. Barnet aims to provide quality services and support across the borough to ensure that the users of childcare provision are meeting the highest standards for Ofsted. There may be concerns that this process may impact on the quality of the settings but to mitigate this risk, we are conducting a careful mapping exercise and consulting with providers to ensure that their views and comments are incorporated into our service re-design.

7. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?

Members of different communities should feel more confident that the Council is conducting its business effectively as through the Budget Consultation, it has been highlighted that there a number of services which are duplicated and could be streamlined. Further as this proposal is not looking to reduce or cut any services from the community, the impact will be minimal and should produce no loss of confidence.

This proposal is part of our overall Early Years Review, looking at services and support across the borough and our communities, including children's centres. It aims to improve our services and identify areas of need which ultimately will produce better outcomes for young people and children across Barnet. This is building on the 'More Great Childcare' paper which outlined the Government's proposal to deliver better childcare by: (1) raising the status and quality of the workforce, (2) freeing high quality providers to offer more places, (3) improving the regulatory regime and (4) giving more choice to parents.

8. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? *Include information about the groups of people affected by this proposal. Include how frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? Include these measures in the Equality Improvement Plan (section 13)*

The Early Years Standards Team continually monitor the quality of the services and support provided and ask for annual feedback from providers to assess what further resources can be made available. This ensures that our providers and by extension the families in Barnet are getting what they need and want.

Further the Council conducts an annual Childcare Sufficiency Assessment which looks at what families and providers wanted and needed across the borough. The assessment was completed in November 2013 and a number of parents and providers gave their comments via telephone and electronic surveys. The CSA is an important forum for residents to communicate with the Council and access the services and support they need.

9. How will the new proposals enable the council to promote good relations between different communities? *Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.*

As the provision of services/support is offered across the board to providers who operate in a variety of areas in the borough, this proposal does not aim to further promote good relations between different communities.

10. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? *Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.*

The Children's Service Budget Proposal Consultation 2014/15 was carried out via a number of methods, enabling stakeholders, including parents and carers, to give feedback and put the proposals into context against their needs. Stakeholders were encouraged to respond via a dedicated email address, post, online questionnaire, and at consultation events.

Barnet's Youth Board and the UK Youth Parliament have created a young person friendly version of the Children's Service Budget Proposals consultation and worked to ensure young people in Barnet understand proposed changes and comment as necessary.

Further the annual CSA was conducted and looked at to measure what residents and providers needed and wanted across the borough.

Councillors will fully consider and give due regard to all of the views and feedback from the consultation when they make their final decision, as part of a clear and transparent decision-making process.

11. Decision:			
No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Not Known ³ <input checked="" type="checkbox"/>

12. Comment on decision
Although it is not anticipated that there will be a significant reduction of service/support, as it is proposed to make savings through removing duplication, those who could be most impacted by change include children and young people aged 0 to 19 and their parents. In reconfiguring services we will seek to ensure that the service's ability to implement the recommendation of the Childcare Sufficiency Assessment to improve access to information for parents of children with disabilities is not impaired.

³ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

13. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
To maintain quality of services	Careful mapping and continuous monitoring of services, including gaining meaningful feedback from providers and users.	Ensure that when the contracts have been re-aligned and duplication removed that the quality of services has been maintained and no families impacted.	Jody Nason/Carol DeRosa	On-going
To ensure service's ability to improve access to information for parents of children with disabilities is not impaired	Ensure recommendation of the Childcare Sufficiency Assessment to improve access to information for parents of children with disabilities is taken into account when reconfiguring services.	CSA recommendation is implemented.	Jody Nason/Carol DeRosa	April 2014

1st Authorised signature (Lead Officer)	2nd Authorised Signature (Member of SLT)
Date:	Date: