



EQUALITY IMPACT ASSESSMENT

The council has a statutory duty to consider the impact of its decisions on age, disability, gender reassignment, pregnancy & maternity, race, religion or belief, sex (gender) and sexual orientation.

The Council also has a duty to foster good relations between different groups of people and to promote equality of opportunity.

Completing an Equality Impact Assessment (EIA) is the **simplest way** to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the **earliest stages** of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision. Keep all versions of your EIA. An EIA should be finalised once a final decision is taken.

Title of Proposal
Service proposals for Early Help
Lead Officer
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Has this project, policy or proposal had an EIA carried out on it previously? If yes, please state date of original and append to this document for information.
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Date of original EIA:
Version number and date of update
V 1 – January 2015

SECTION 1: Initial screening

1.1	What are you analysing?
	<p>What is the proposal?</p> <p>In the context of continuing reductions in public expenditure, there is an increasing requirement to ensure that resources providing early help and support for families are effectively targeted to meet local priority outcomes and needs. The Early Help Strategy 2014 – 2018 sets out the priority outcomes that Westminster is focused upon achieving with its children and families.</p> <p>The Strategy also establishes the framework through which services will be developed to deliver this targeted provision. One of the Strategy's key objectives is to <i>'revise our service model of investment in universal services together with our key partners in line with our priority outcomes, in particular in respect of Play, Children's Centres and Youth Services.'</i></p> <p>The specific service developments proposed to deliver against the Early Help Strategy are:</p> <ul style="list-style-type: none"> • New service arrangements for the delivery of Children's Centre services to ensure that they are focused on children and families most in need and support the expansion of the City's 2 year old early education programme. These changes are a part of a wider vision termed the Best Start in Life and will result in an integrated early years service with a single pathway for children and families that has universal, targeted and enhanced components; • The transition of the City's play service provision to third sector providers or schools to implement a sustainable service model, providing both universal and targeted play services in response to local needs; • The reorganisation and recommissioning of youth services to deliver a hub and spoke service arrangement that provides both universal and targeted support for young

people across the City.

What is the purpose of the proposal?

The Council is refocusing its services to those who need support most, identifying opportunities to work more closely with our partners to deliver joint services and encouraging and enabling communities to become more self-supporting.

Evidence suggests that an early response is more effective and more efficient way of delivering services. It is better to provide an intensive, focussed intervention when problems first emerge rather than delivering a more costly statutory intervention when the needs have escalated. This includes using targeted services to reduce or prevent specific problems from getting worse and becoming deep seated or entrenched.

To continue the Council's commitment to offering high quality, effective services to the families and young people in Westminster most in need of support, we need to make some changes to our services for children and young people. These changes will help to integrate services at defined points in a child's health and development to identify and support families at the earliest point, preventing the escalation of needs to a level that requires more intensive support and higher cost service interventions.

Children's Centres – the proposal is to use some Children's Centre sites in new ways so that the Centres reach and target those children at risk of the poorest outcomes. This will be achieved by reducing some open access Stay and Play sessions so that more targeted services can be maintained. Where stay and play sessions are reduced they will be replaced with the free 2 year early education offer for eligible families to support better targeting and reach of those families who may not currently access early years services. In addition, a more intensive parenting offer to families most in need will be implemented, as a part of the integrated early years pathway, and will complement other commissioned Children's Centre services such as speech and language therapy services and domestic violence support programmes. A new, jointly appointed post, with Central London Community Health, will develop the integrated early years pathway.

A network of Stay and plays will still exist across each locality, especially when seen together with that provided by other local organisations.

Youth provision – the proposal is that Early Help Youth Services should be delivered through a locality – based hub-and-spoke model with targeted services focused on meeting higher levels of need in key wards (Church Street, Queens Park, Harrow Road and Westborne, and Churchill wards). The age range of the service will expand to accommodate children from 11 – 19 (up to 25 for children with learning difficulties). In addition, specialist services and support for young people with additional needs will be commissioned.

Play – the proposal is that the management of after school childcare services should be

transferred to school governing bodies or third sector providers. In addition, a targeted play scheme will be commissioned to ensure access for children in need and families on low income that cannot access other subsidies

Why is it needed?

We know that many children and families, at different stages in their lives, find themselves faced with challenging situations and require additional support, advice and intervention. We need to target children and families with the greatest need and work with partner agencies in an integrated way to achieve the best outcomes from our shared resources.

Having agreed the Early Help Strategy, we are now ready to explore our service model for early years, youth and play so that they make the most effective use of public resources.

Who is intended to benefit and how?

All three service proposals look to target families and individuals with particular vulnerabilities or who might require additional support.

The proposed Children's Centre development, as part of the Best Start in Life initiative have prioritised the following groups:

- Children who are likely to not be school ready at 5;
- Children and families with more complex needs;
- Mothers and babies, including pregnant women
- Parents seeking employment
- Parents at risk of harm

The proposed development of youth provision will aim to provide support for people with the following needs

- Young people living in areas of deprivation (10% most deprived IDACI^[1]) from specified wards and estates;
- Young people most at risk of misusing substances;
- Young people most at risk of developing mental health issues;
- Young parents and/or pregnant Young women;
- Young people who are vulnerable to abusive or unhealthy sexual relationships;
- Young people with a learning difficulty and/or disability;
- Young people NEET (Not in employment education or training);
- Those at risk of becoming NEETs (i.e. persistent absentees, underachievers and excluded pupils);
- Young people at risk of offending or engaging in antisocial behaviour;
- Young people at risk of gang attachment and/or serious youth violence;

^[1] IDACI – Income Deprivation Affecting Children Index

- Young people at risk of exploitation;
- Young people at risk of engaging in violent extremism;
- Lesbian, gay, bisexual, transgender, questioning or intersex Young People (LGBTQI);
- Looked-after children and Young People;
- Care leavers; and
- Young Carers.

Who, potentially, could this proposal have a detrimental effect on, and how?

Targeting services in line with our Early Help Strategy may mean that some existing provision may not continue and some children and families who currently make use of these services may not form part of the groups being targeted for additional support.

The proposals for play will retain existing levels of provision, but will be provided by different organisations. Children and families currently accessing this service will continue to be able to do so, with additional support available to particular targeted groups.

The proposals for Children's Centres will result in some elements of universal provision, specifically open access stay and play sessions, being reduced or offered from only certain centres. This will mean that some families in a universal or universal plus group, who may attend these services several times a week, have less access. However, when the Children's centre provision is seen alongside other similar community provision there is still an offer across each locality.

More targeted youth provision will likewise see a reduction in those elements and activities that are currently universally accessible.

Those children and families who previously made use of these elements of the services will no longer be able to do so and will therefore be adversely affected. This EIA considers the characteristics of these children and families and considers whether this adverse impact can be mitigated.

SECTION 2: EQUALITY IMPACT ASSESSMENT

Building an Evidence Base

The following tables detail the information available on those children and families who currently make use of Early Help services in Westminster.

Children's Centres				
Please see below data available of who uses the service currently:				
Localities	North West	North East	South	
How many people use the service currently? What is this as a % of Westminster's population?				
Currently accessed by (nos of children):	2052/52%	2198/39%	1183/39%	
Disabled people				
Disabled children 0-4 years old	8/40%	18/35%	15/35%	
Particular ethnic groups				
Children 0-4 years old from minority ethnic groups	1188/40%	1458/35%	703/35%	
Men or women (include impacts due to pregnancy/maternity)				
Fathers with a 0-4 year child	452/22%	585/16%	330/19%	
People of particular sexual orientations	No data	No data	No data	
People who are proposing to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	No data	No data	No data	
People on low incomes				
Target population – 0-4 year olds living in 30% most deprived IDACI LSOAs	1752/56%	962/53%	632/45%	
Children aged 0-4 living in households dependent on workless benefits	444/38%	434/47%	94/16%	
People in particular age groups				
Teenage parents	9/69%	11/110%	6/60%	
Groups with particular faiths and beliefs	No data	No data	No data	
Any other groups who may be affected by the proposal?				
Lone parents with a 0-4 year old	463/47%	254/27%	162/28%	
Families with Children 'In Need' 0-4 yrs old (CIN = a child having an allocated period)	5/8%	26/59%	7/44%	
Families with children living with domestic abuse	54/-	42/-	40/-	
Families with children living with adult mental health	19/-	24/-	10/-	

	Children in Child Protection Plan (0-4 yrs old)	8/267%	9/100%	10/200%
	Children 0-4 years old who are Looked After (LAC)	5/100%	0/0%	0/0%

Additional information:

Data suggests that although some stay and play sessions may be well used they are not well accessed by families whose children are statistically likely to have poorer outcomes. This is illustrated in the tables below, which identify the number and percentage of 0-4 year olds accessing Stay and Play sessions at Harrow Road Children’s Centre (Essendine) over a four week period and show that between 25% and 40% of those accessing the service live in the 30% most deprived areas.

Essendine

Week	Dates of week	Number of 0-4 yr olds seen	Number of 0-4 yr olds seen living in 30% most deprived areas	% of 0-4 yr olds seen living in 30% most deprived areas
Week 1	29-Sep-2014 and 05-Oct-2014	42	15	36%
Week 2	06-Oct-2014 and 12-Oct-2014	31	8	26%
Week 3	13-Oct-2014 and 19-Oct-2014	34	13	38%
Week 4	20-Oct-2014 and 26-Oct-2014	56	20	36%

Where stay and play sessions are reduced they will be replaced with the free 2 year early education offer for eligible families to support better targeting and reach of those families who may not currently access early years services.

At present there are 799 eligible families in WCC and there are currently 444 places available which, ensuring there are sufficient places for 80% of eligible families, leaves a shortfall of 195 places.

These proposals will provide the setting for 140 places to be delivered across four children’s centre sites, working in collaboration with schools rated as ‘good’ and ‘outstanding’, but there is still capacity to provide more places as demand grows. The remaining shortfall will be delivered by developing more places with the private and voluntary sector and schools.

Youth

Build up a picture of who uses/will use your service or facility and identify who are likely to be impacted by the proposal

- If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.

Please see below data available of who uses the service currently:				
Localities	North West	North East	South	
How many people use the service currently? Currently accessed by (nos of young people 11-19):	1067	889	280	
Disabled people Disabled children 11-24 years old	78	84	49	
Particular ethnic groups Children 11-19 years old from minority ethnic groups	891	792	200	
Gender Male Female	714 351	591 298	203 77	
People of particular sexual orientations	No data	No data	No data	
People who are proposing to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	No data	No data	No data	
People on low incomes Target population – 11-19 year olds living in 20% most deprived IDACI LSOAs Children aged 11-19 living in households dependent on workless benefits	523 No data	484 No data	49 No data	
People in particular age groups Teenage parents	0	0	0	
Groups with particular faiths and beliefs	No data	No data	No data	

School-Age Childcare and Play

Please see below data available of who uses the service currently:				
Localities	North West	North East	South	
How many people use the service currently? Currently accessed by (nos of children):	Term-time 119 Holiday 103	121 102	164 95	
Disabled people Disabled children 5-14 years old (The majority of disabled children attend Lisson Green Play Centre operated by the Westminster Society or specialist play services)	1	1		
Particular ethnic groups Children 5-11 years old from minority ethnic groups	Not Available	Not Available	Not Available	
Men or women (include impacts due to pregnancy/maternity) Fathers with a 0-4 year child	Not Available	Not Available	Not Available	
People of particular sexual orientations	Not Available	Not Available	Not Available	
People who are proposing to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	Not Available	Not Available	Not Available	
People on low incomes Target population – 5-11 year olds living in 30% most deprived IDACI LSOAs Children aged 5-11 living in households dependent on workless benefits	High (3 projects based in 30% most deprived IDACI LSOAs) Approx 25	High (1 project based in 30% most deprived IDACI LSOAs) Approx 35	Medium (1 project based in 30% most deprived IDACI LSOAs) Approx 5	
People in particular age groups Teenage parents	Not Available	Not Available	Not Available	
Groups with particular faiths and beliefs	Not Available	Not Available	Not Available	
Any other groups who may be affected by the proposal? Lone parents with a 5-11 year old Families with Children 'In Need' 5-11 yrs old (CIN = a child having an allocated	Not Available Term-time 15	 18	1	

	subsidised place)	Holiday 23	64	25
	Families with children living with domestic abuse	Not Available		
	Families with children living with adult mental health	Not Available		
	Children in Child Protection Plan (5-11 yrs old)	Not Available		
	Children 5-11 years old who are Looked After (LAC)	Not Available		

Consultation Information

This section should record the consultation activity undertaken in relation to this project, policy or proposal

Consultation and engagement was led through meetings with service users, as well as meetings with providers. The proposed changes to Children's Centre services required a statutory consultation whilst the City Council also engaged with key audiences on other service changes so that parents, young people and providers could shape the services with the City Council. At these meetings the proposals and service models were presented and discussions initiated to engage the audience and gather feedback and comment. For Children's Centres and Play online and printed surveys were created to provide those unable to attend the meetings with an opportunity to comment on our proposals.

Play and Children Centre information events and online and paper surveys were promoted through writing to all service users inviting them to events and view and comment on the proposals online. Posters and flyers were produced for the Children Centre consultation and distributed across the city. Information was also made available through the Council website, and included in Council newsletters. The consultation was included in the Council's Reporter magazine which goes to every home in Westminster providing an opportunity for every resident to be made aware of the consultations. The youth service consultation was conducted through focus groups with providers and young people at youth clubs. An online survey was also promoted to gather evidence on the needs of young people.

A consultation and engagement report has been produced outlining the responses received. Key messages from the consultation are summarised below:

Children's Centres

Many respondents commented that Children's Centres were invaluable to all who use them, regardless of social position. Positive comments were made about the quality of provision available at Children's Centres and the introduction of fathers' groups.

Parents and centre users reported that the 'stay and play' sessions were useful. Some respondents were concerned that the proposed changes would mean that they would have to travel further to access 'stay and play' opportunities and that any reduction in the number of sessions would leave the remainder oversubscribed.

Some respondents recognised the value of developing more targeted services but queried whether the new provision, and specifically the introduction of the 2 year old offer in more settings would necessarily attract those families most in need. Some respondents observed that while there was a lot of provision available for under fives in the local area, there was not very much that catered for parents and carers with very young children (under 1).

Youth

A consistent message for respondents was that the service should be based upon and responsive to young people's needs, but that it ought to retain both universal and targeted elements so that those using the service did not necessarily feel that they were being specifically 'targeted'. Young people raised the issue of travel to and from youth provision, noting that cost and issues of personal safety

may make them unlikely to want to travel too far to access services.

Play

Respondents to this element of the consultation identified low cost, consistent staffing and service quality as the three key elements of the service that would need to be maintained.

The majority of respondents to the consultation indicated their preference for retaining an in-house service, expressing anxiety as to whether alternative providers, whether schools or third sector providers would maintain the service in its current state. Parents of children with additional needs were also keen on retaining in-house provision. Were this not to be the case, respondents were clear that quality and affordability would be the key measures for any different arrangements.

Some respondents queried whether changes would result in an increase in fees and costs. However, there was also some recognition that an increase in costs would not necessarily make the service unaffordable.

Children's Centres

Does the project, policy or proposal have the potential to disproportionately impact on any of the following groups? If so, is the impact positive or negative?

		None	Positive	Negative	Not sure
	Disabled people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Particular ethnic groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Men or women (include impacts due to pregnancy/ maternity)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People or particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People who are proposing to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People on low incomes	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in particular age groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Groups with particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Are there any other groups that you think may be affected negatively or positively by this project, policy or proposal? Lone parents with a 0-4 year old Families with Children 'In Need' 0-4 yrs old (CIN = a child having an allocated period) Families with children living with domestic abuse Families with children living with adult mental health Children in Child Protection Plan (0-4 yrs old) Children 0-4 years old who are Looked After (LAC)		<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Youth					
Does the project, policy or proposal have the potential to <u>disproportionately</u> impact on any of the following groups? If so, is the impact positive or negative?					
		None	Positive	Negative	Not sure
	Disabled people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Particular ethnic groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Men or women (include impacts due to pregnancy/ maternity)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People or particular sexual orientation/s	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People who are proposing to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People on low incomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in particular age groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Groups with particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Are there any other groups that you think may be affected negatively or positively by this project, policy or proposal?</p> <ul style="list-style-type: none"> • Young people living in areas of deprivation (10% most deprived IDACI^[1]) from specified wards and estates; • Young people most at risk of misusing substances; • Young people most at risk of developing mental health issues; • Young parents and/or pregnant Young women; • Young people who are vulnerable to abusive or unhealthy sexual relationships; • Young people with a learning difficulty and/or disability; • Young people NEET (Not 		<input checked="" type="checkbox"/>	<input type="checkbox"/>	

^[1] IDACI – Income Deprivation Affecting Children Index

	<p>in employment education or training);</p> <ul style="list-style-type: none"> • Those at risk of becoming NEETs (i.e. persistent absentees, underachievers and excluded pupils); • Young people at risk of offending or engaging in antisocial behaviour; • Young people at risk of gang attachment and/or serious youth violence; • Young people at risk of exploitation; • Young people at risk of engaging in violent extremism; • Lesbian, gay, bisexual, transgender, questioning or intersex Young People (LGBTQI); • Looked-after children and Young People; • Care leavers; and • Young Carers. 				
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Play**Does the project, policy or proposal have the potential to disproportionately impact on any of the following groups? If so, is the impact positive or negative?**

		None	Positive	Negative	Not sure
	Disabled people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Particular ethnic groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Men or women (include impacts due to pregnancy/ maternity)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People or particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People who are proposing to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People on low incomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	People in particular age groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Groups with particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION 3: Assessing Impact

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be.

What might the potential impact on individuals or groups be?	
<p>Generic impact (across all groups)</p>	<p>Children’s Centres - With more rigorous targeting through greater integration of our collective services across agencies, all children and families will receive a more cohesive and responsive service drawing on shared resources that will identify families with additional needs earlier. There will be an even greater focus to share the responsibility to improve outcomes for young children and their families.</p> <p>Changes in the services being provided from some Children’s Centres and specifically the reduction in the number of sites offering ‘stay and play’ sessions, will mean that some people who currently access this service will see a reduction in availability or may have to travel to an alternative centre or alternative source of similar provision. In general this will impact to a greater extent on those children and families who do not fall within the groups targeted for additional support and who may not qualify against the current criteria for the 2 year old offer.</p> <p>Youth – By specifying and targeting youth provision to work with people with specific protected characteristics (in particular sexual orientation, gender reassignment, pregnancy and maternity) and by extending the lower age range of the service (from 13 to 11 year olds), these proposals will potentially have a positive impact. More targeted services will be better equipped to identify and respond to needs and understand how an individual’s or group’s protected characteristics may require different approaches.</p> <p>More targeted provision may reduce the amount of universal activity available and some young people who do not fall within the targeted groups may no longer be able to access elements of the service that they currently make use of. Additional analysis will be required at a future date to assess the extent to which reducing specific activities may impact upon people or groups with protected characteristics.</p> <p>Play - The proposals for Play services do not change the level of provision available nor the criteria on which the service can be accessed. As such there is no specific negative or adverse impact identified for any individual or group with a protected characteristic.</p> <p>There is a potentially positive impact on children with particular protected characteristics, particularly where these characteristics may mean that they are more likely to require targeted support. The proposal will result in targeted places being extended from the eight existing Westminster Play Service play centres to all</p>

	<p>schools with school-aged childcare and play projects, increasing access to this support in the future. More children with additional needs will be able to make use of targeted places.</p> <p>General - Increased targeting of early help services will be based not only on individuals and groups with protected characteristics but also other areas of risk and vulnerability such as deprivation, risk of offending, substance misuse and mental health. Young people and families experiencing these issues should benefit from services better equipped to identify and respond to these needs.</p>
<p>Men or women (include impacts due to pregnancy/ maternity)</p>	<p>Children’s Centres – A greater focus on maternal and child health, particularly through integration with Health Visiting services and the introduction of provision around pregnancy care and parental employability and aspirations will benefit women.</p> <p>Improved access to childcare on available sites will also mean improved services for both men and women, e.g. mothers and fathers of children 0-5 and greater integration of services.</p> <p>The reduction in ‘stay and play’ sessions will impact more on women than on men given the higher proportion of women who make use of the Children’s Centres.</p> <p>Youth – By identifying girls and young women at risk of teenage pregnancy (and young people who are vulnerable to abusive or unhealthy relationships) as a target group, future service provision will be better placed to address their specific needs.</p> <p>Play - No specific impact identified. The current staffing structure includes a number of male workers who have been identified by some service users as important role models.</p>
<p>People of particular sexual orientation</p>	<p>Children’s Centres - No specific impact identified.</p> <p>Youth – Young people who identify as lesbian, gay, bisexual, transgender, questioning or intersex will be identified as a target group so that service provision can be better equipped and tailored to address their specific needs.</p> <p>Play - No specific impact identified</p>
<p>People who are proposing to undergo, are undergoing or have undergone a</p>	<p>Children’s Centres - No specific impact identified.</p> <p>Youth – Young people who identify as transgender or intersex will be identified as a target group so that service provision can be better equipped and tailored to address their needs.</p>

process or part of a process of gender reassignment	Play - No specific impact identified
Disabled people	<p>Children’s Centres - Disabled children/families will receive a more cohesive and responsive service drawing on shared resources. There will be an even greater focus to share the responsibility to improve outcomes for disabled children/families through improved targeting and access through better use of sites and integrated services.</p> <p>Youth – There is the potential for these changes to have a positive impact on individuals and groups with this protected characteristic. A specialist youth service for young people with a Learning difficulty or disability who are unable to access universal provision will be commissioned. Further analysis will be required once commissioners are clearer as to what the universal elements will look like and where they will be delivered to assess the impact of any reduction in universal provision.</p> <p>Play - No specific impact identified. These proposals do not change the existing provision available in Westminster to support play for children with disabilities.</p>
Particular ethnic groups	<p>Children’s Centres - Children and their families of particular ethnic groups will receive a more cohesive and responsive service drawing on shared resources. There will be an even greater focus to share the responsibility to improve outcomes for young children/families from particular ethnic groups through improved targeting and access through better use of sites and integrated services.</p> <p>Youth – The proposed hub and spoke model will allow services to be focused in areas/wards identified as having the highest level of need for children and young people. These areas also have the highest proportion of children living in poverty and the highest proportion of children from a BME background. Currently 84% of users of the existing service are from a BME background. While a proportion of these children and young people would continue to be able to access more targeted provision it is likely that some children would no longer be in a position to use the services. Further analysis will be required once commissioners are clearer as to what the universal elements will look like and where they will be delivered.</p> <p>Play - No specific impact identified. The current staffing structure includes a number of workers from a BME background who have been identified by some service users as important role models.</p>
People on low incomes	Children’s Centres - Children and their families on low incomes will be better targeted. There will be greater potential for shared organisational responsibility to improve outcomes for young children/families on low incomes through improved targeting and access through better use of sites and integrated services.

	<p>Youth – No specific impact identified. Some young people when consulted queried whether changes in service would increase travel costs. Further analysis will be required.</p> <p>Play - Up to 100 children will be able to access free targeted places in after school childcare and play services or in community play settings. Targeted places will be extended to families on low incomes that are unable to access other childcare related support, such a tax credit and the new tax-free childcare scheme.</p>
People in particular age groups	<p>Children’s Centres - No specific impact identified.</p> <p>Youth – The proposal is that youth provision will accommodate children and young people from 11 -19 (and up to 25 for young people with a learning difficulty). This will therefore benefit those young people aged 11 and 12 years old who were previously unable to access provision.</p> <p>Play – No specific impact identified.</p>
Groups with particular faiths and beliefs	<p>Children’s Centres - No specific impact identified.</p> <p>Youth – No specific impact identified.</p> <p>Play - No specific impact identified.</p>
Other excluded individuals and groups	<p>Children’s Centres - With more rigorous targeting through greater integration of our collective services across agencies, all children and families will receive a more cohesive and responsive service drawing on shared resources. There will be an even greater focus to share the responsibility to improve outcomes for young children and their families.</p> <p>Youth – Increased targeting of provision based on need not only captures individuals and groups with protected characteristics but also other issues such as deprivation, risk of offending, substance misuse and mental health. Young people and families experiencing these issues should benefit from services better equipped to identify and respond to these needs.</p> <p>Play - Targeted places will be extended to families on low income that are unable to access other childcare related support, such as tax credits and the new tax-free childcare scheme. This will ensure that childcare is affordable to low income families.</p>

SECTION 4: Reducing & Mitigating Impact

Where you have identified an impact, what can be done to reduce or mitigate the impact? *(Remember to think about the Council as a whole, another service area may already be providing services which can help to deal with any negative impact).*

<p>Impact 1: By moving youth provision to a more targeted offer, some services may no longer be available to some young people</p>	<p>Conduct further analysis once the specific offer is more clearly defined to allow for a better understanding as to whether removing certain universal activities will disproportionately impact upon individuals or groups with protected characteristics.</p>
<p>Impact 2: The change in services provided from some Children’s Centres and the reduction in the number of ‘stay and play’ sessions may impact some parents, carers and children</p>	<p>Advertise where sessions are still available and how to access these sessions.</p> <p>Appraise capacity as these sessions to see if they are oversubscribed.</p> <p>Help to identify and promote other suitable provision.</p>

Now that you have considered the potential or actual effect on equality, what action are you taking?

No major change (no impacts identified)	<input type="checkbox"/>
Adjust the policy	<input type="checkbox"/>
Continue the policy (impacts identified)	<input checked="" type="checkbox"/>
Stop and remove the policy	<input type="checkbox"/>

Please document the reasons for this decision

In line with the City Council’s Early Help Strategy these proposals aim to ensure that a range of services for children and young people are effectively targeted on those who require the most assistance and support. With reduced resources, this will ensure that services are able to have the maximum impact and will be better able to identify issues, tailor their response and thereby intervene so that problems can be resolved before issues escalate.

This more targeted approach will mean that certain elements of service provision currently provided on a universal basis may be reduced or removed. This will impact upon the people currently accessing the services, and this EIA has considered what mitigation might be required or what further information is needed.

How will the impact of the project, policy or proposal and any changes made to reduce the impact be monitored?

Use of these Early Help services will be monitored as will the outcomes that these services have on the children and families with whom they are working. An Early Help outcomes framework has been produced which will ensure that all services are aiming to achieve the same goals, as evidenced by particular areas of improvement.

In regards to Children’s Centres, programmes and provision are reviewed on a termly basis in terms

of usage.

Conclusion

This section should record the overall impact, who will be impacted upon and the steps being taken to reduce/mitigate impact

In line with the City Council's Early Help Strategy these proposals aim to ensure that a range of services for children and young people are effectively targeted on those who require the most assistance and support. With reduced resources, this will ensure that services are able to have the maximum impact and will be better able to identify issues, tailor their response and thereby intervene so that problems can be resolved before issues escalate.

This more targeted approach will mean that certain elements of service provision currently provided on a universal basis may be reduced or removed. This will impact upon the people currently accessing the services, and the EIA has considered what mitigation might be required or what further information is needed. The reduction in 'stay and play' sessions provided from some children centres, will impact more on women than men given that women make up the majority of service users.

In regard to youth provision, by specifying and targeting youth provision to work with people with specific protected characteristics (in particular sexual orientation, gender reassignment, pregnancy and maternity) and by extending the lower age range of the service (from 13 to 11 year olds), these proposals will potentially have a positive impact. However, further equality impact assessments will need to be undertaken once the offer is more clearly defined to allow for a better understanding as to whether removing or reducing certain universal activities will disproportionately impact upon individuals or groups with protected characteristics.

The proposals for Play services do not change the level of provision available nor the criteria on which the service can be accessed. As such there is no specific negative or adverse impact identified for any individual or group with a protected characteristic. There is a potentially positive impact on children with particular protected characteristics, particularly where these characteristics may mean that they are more likely to require support with targeted places being extended from the eight existing Westminster Play Service play centres to all schools with school-aged childcare and play projects

SECTION 5: Next Steps

5.1	Action Plan <i>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</i> <i>NB. Add any additional rows, if required.</i>						
	Action Required	Equality Groups Targeted	Intended Outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
	Conduct additional Equality Impact Analysis once further detail on youth provision offer is specified	All	To better understand if individuals or groups with protected characteristics might be disproportionately affected		Vikki Wilkinson, Commissioning Directorate, Children's Services	By September 2015	
	Effectively communicate changes in what is offered from each Children's Centre site	All	To ensure that those affected by a change in provision are made aware and advised of alternatives where available		Jayne Vertkin, Early Help Services, Children's Services	By May 2015	

