

## Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	<b>Redesign of Children's Centre Services and Sites as part of a 0-19 Early Help locality model</b>		
Directorate	Childrens Services		
Service	Early Help 0-19 Model		
Responsible Officer	Isabel Vanderheeren		
EqIA Author	Isabel Vanderheeren		
Proposal planning start	27 <sup>th</sup> October 2016	Proposal start date (due or actual)	1 <sup>st</sup> April 2017

<b>1</b>	<b>What is the purpose of the proposal?</b>	<b>Yes / No</b>	<b>New / revision</b>
	Policy	<b>Yes</b>	<b>New</b>
	Procedure		
	Internal service	<b>Yes</b>	<b>New &amp; Revision</b>
	External Service	<b>Yes</b>	<b>Revision</b>
	Other - give details		
<b>2</b>	<b>What are the intended outcomes, reasons for change? (The business case)</b>		

	<p>The proposals link to a wider aspiration to deliver a whole family targeted approach and consultation is planned with service users of Children's Centres and retained Youth Services to consider the impact of the following recommended changes:</p> <ul style="list-style-type: none"><li>• Redefine current reach areas of Children Centres to better align with 0 - 19 partnership locality areas and school cluster arrangements so that professionals can work better together to offer a whole family offer.</li><li>• Reduce the number of buildings in the newly defined Central and South area from three (Palfrey, Birchills and Alumwell) to one. This will offer opportunity for Birchills to be developed to increase childcare provision in the entire building which will help meet a shortage of early learning places and childcare in the surrounding area. As private provision is supported to develop to meet the childcare needs in the Alumwell / Pleck area, it is proposed to close the Alumwell building, ceasing delivery from this site from July 2017..</li><li>• Consider how we deliver services in the East of the borough, focusing on services not buildings. It is proposed that Children Centre staff as part of Locality Teams could be based in existing council offices, whilst outreaching across the East of the borough, via home visits and use of community buildings to offer group support. This will save building costs and give greater flexibility and access to services across a large geographical patch; and the majority of current delivery is accessed via outreach and home visits.</li><li>• Integrate children centre services into 0-19 Early Help Locality model to maximise skills and resources to meet needs of wider age range.</li></ul> <p>The implementation date may not be 1 April 2017 if the statutory consultation period has to be extended beyond December 2016 and/or if the proposal to move to an integrated 0 -19 Early Help family support model is not supported as an alternative approach would need to be developed.</p> <p>There are still legal responsibilities for local authorities in relation to Children's Centres. However in July 2016, the childcare Minister announced he would be consulting on the future of children's centres and they are not currently being Ofsted inspected. The Apprenticeships, Skills and Learning Act 2009 sets out the existing duties summarised by the DfE in 'Sure Start CC's Statutory Guidance (2013):to ensure that there are sufficient Children's Centres to meet local need and to ensure there is consultation before any significant changes are made to Children's Centre provision.</p>												
3	<table><tr><th colspan="3">Who is the proposal potential likely to affect?</th></tr><tr><th>People in Walsall</th><th>Yes / No</th><th>Detail</th></tr><tr><td>All</td><td>Yes</td><td>All families with children 0-19 communities</td></tr><tr><td>Specific group/s</td><td>Yes</td><td>Parents and children in families with children aged 0 -19 who have additional support needs including:  Teenage parents Children with SEND including Young People aged 16 to 25 Looked after Children Children in Need Children eligible for free early learning</td></tr></table>	Who is the proposal potential likely to affect?			People in Walsall	Yes / No	Detail	All	Yes	All families with children 0-19 communities	Specific group/s	Yes	Parents and children in families with children aged 0 -19 who have additional support needs including:  Teenage parents Children with SEND including Young People aged 16 to 25 Looked after Children Children in Need Children eligible for free early learning
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			<p>Children impacted by Domestic Abuse, Substance misuse and/or Mental Health issues</p> <p>Adults with disabilities</p> <p>Young people who are most vulnerable including Young Carers, Looked After Children, Children with Special Education Needs or Disability, Teenage Pregnancies, Young People not in Education Employment or training</p>
	Council employees	<b>Y e s</b>	Alignment of 0 to 19 Family Support: 13 staff are being consulted about proposed change with a potential reduction of 3 FTE posts
	Other	<b>Y e s</b>	<p>1 commissioned children centre provider</p> <p>Various organisations delivering services from children's centre buildings including Youth and Health</p>
<b>4</b>	<b>Evidence, engagement and consultation (including from area partnerships, where relevant)</b>		
<b>4.1</b>	<p><b>Data profiles from each Children's Centre Area:</b></p> <p><b>Palfrey CC</b></p> <ul style="list-style-type: none"> <li>As at 31<sup>st</sup> November 2016 south locality currently has 149 open cases.</li> <li>Low number of parenting programmes being delivered with 50% of families travelling across the Walsall Borough to access the palfrey building</li> <li>15 groups delivered by palfrey staff with a further 10 specialised groups delivered by partner agencies which are: introduction to solids, speech and language, FGM Support, School Nurse, Saturday playsession, physiotherapy clinic, assessment clinic, ante natal, post natal and baby clinic</li> <li>There are currently 3751 0-5 years registered with Palfrey Children's Centre 2837 (76%) of those are from the ethnic minority</li> <li>There are currently (41) Teenage parents living in the south of the borough palfrey have engaged with (93%) 38 parents in the last rolling year</li> </ul> <p><b>Birchills CC Data</b></p> <ul style="list-style-type: none"> <li>As at 31<sup>st</sup> November 2016 Central locality currently has 147 open cases 88% of those families living in the east of the borough and of these a high % live in the Brownhills area.</li> <li>High number of parenting courses delivered from Birchill CC with 96% of parents travelling from across the Walsall Brough to access them.</li> <li>2 groups delivered CC staff at Birchills with a remaining 23 delivered by partner agencies in the central and south area.</li> <li>There are currently 5154 0-5 years registered with Birchills Children's Centre 1406 (27%) of those are from the ethnic minority</li> <li>There are currently (104) Teenage parents living in the Central and East of the borough Birchills have engaged with (188%) 196 parents in the last rolling year. This is indicating that the CC is engaging with TP who are living outside the Birchills</li> </ul>		

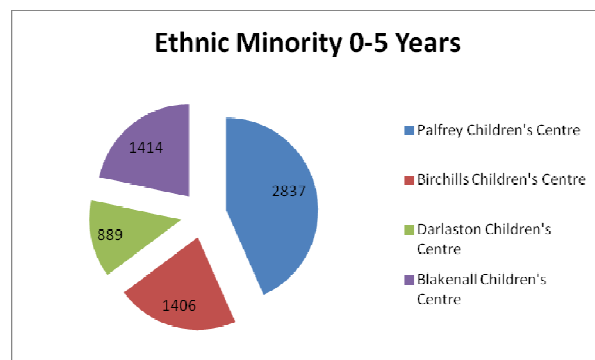
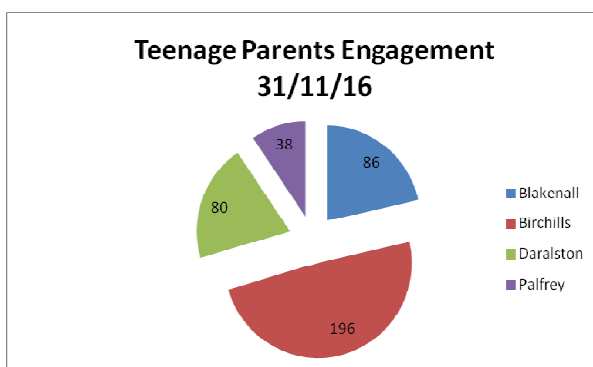
area.

### Darlaston Data

- As at 31<sup>st</sup> November 2016 West locality currently has 244 open cases
- 76% of parents accessing parenting courses were travelling from across the Walsall Borough to access them.
- 3 groups delivered by Darlaston staff with a remaining 16 delivered by partner agencies in west locality
- High number of direct crisis walk ins to the Darlaston building
- 96% of families are living in the west area of the border
- High number of families unable to travel to access services.
- There are currently 2998 0-5 years registered with Darlaston Children's Centre 889 (30%) of those are from the ethnic minority
- There are currently (106) Teenage parents living in the West of the borough Darlaston have engaged with (75%) 80 parents in the last rolling year

### Blakenall Data

- Highest number of families currently being supported throughout the borough
- As at 31<sup>st</sup> November 2016 North locality currently has 346 open cases
- Majority of families and service users are living in the Blakenall community
- High deprivation levels
- Low engagement in parenting programmes
- There are currently 2854 0-5 years registered with Blakenall Children's Centre 1414 (50%) of those are from the ethnic minority
- There are currently (135) Teenage parents living in the North of the borough Blakenall have engaged with (64%) 86 parents in the last rolling year



**Media Communications via Facebook, mywalsall.org and walsall council website with a recorded monitoring of 129 veiws**

<b>Type</b>	Questionnaire	<b>Date</b>	27 <sup>th</sup> October -23 <sup>rd</sup> December
<b>Audience</b>	Public – 119 bespoke questionnaires completed		

<b>Protected characteristics</b>	<p>Age: 19-25 (11) 26-30 (21) 31-35 (22) 36-40 (21) 41-50 (7) 50+ (4)</p> <p>Gender: 6 Male/99 female</p> <p>Gender reassignment: 3</p> <p>Sexual Orientation: 89 Heterosexual/Straight 2Bi-sexual</p> <p>Marriage/ civil partnership: 78 Married and 1 civil partnership</p> <p>Pregnant/maternity: 26 currently pregnant</p> <p>Disability: 6 considered themselves to have a disability or long term illness</p> <p>Race: 29 White, 7 Black, African, Caribbean or Black British, 5 white other, 2 mixed or multiple groups, 60 Asian or Asian British</p>
<b>Feedback</b>	
<p><u>1. Creation of 0-19 locality teams.</u></p> <ul style="list-style-type: none"> <li>When accessing family support services people thought it was important: <ul style="list-style-type: none"> <li>96% Support when you need it</li> <li>95% Support where you need it</li> <li>97% ability to speak face to face</li> <li>94% the right type of support</li> <li>81% owned named worker that does not change</li> <li>82% the ability to drop in</li> </ul> <p>Other comments included: access to information and communication of what is available, building trusting relationships, friendly and welcoming environment</p> </li> <li>70% of parents agreed with the creation of the 0-19 family support teams will improve the support that families receive</li> </ul> <p>Positive comments related to</p> <ul style="list-style-type: none"> <li>getting the right help to the right people, avoiding issues escalating and securing positive outcomes for children and their families</li> <li>Seamless services</li> <li>More opportunities to provide flexible support and reaching out to families</li> <li>Local hubs – providing to the needs of local communities.</li> <li>Parents with children with different ages will find it easier to get support</li> <li>The need for bespoke packages of support to meet the needs of individual families.</li> <li>It will help to build communities and keep everyone safe</li> </ul> <p>Concerns included:</p> <ul style="list-style-type: none"> <li>Stretching the resource too much not being able to support the demand</li> <li>Younger age groups accessing support where there are older young people as well – seen as not appropriate or providing a barrier to access</li> <li>Moving from specialist workers to more generalised workers - not being able to meet the needs</li> </ul>	

- Moving away from universal provision to more targeted provision excluding access to socialisation for some parents who are not vulnerable but would still like to access the support
  - Uncertainty regarding palfrey CC, seen as a valuable service – and the potential of losing this pending on the commissioning outcome.
- As well as parents saying the creation of the 0-19 family support teams would have a positive impact on A number of parents raised concern around negative included:
    - Changes in staff and provision can cause stress for families and children
    - Reduction of provision may mean less programmes for families with low level needs – e.g. not having play and stay provision.
    - Not having access to a car – change in building may mean that families can no longer access provision delivered from the hub.
  - The type of support people completing the questionnaires want to see as part of the 0-19 family support teams was:
    - 80% wanted parenting programmes
    - 84% wanted child development interventions including play and speech and language support
    - 69% wants a variety of workshops
    - 63% wanted one to one workshops including internet safety (73%), managing children's behaviour (82%), Anger management (68%)
    - 58% wanted support to limit impact of separation and divorce on children
    - 45% wanted Family mediation
    - 69% wanted help with establishing routine
    - 73% wanted advice and support to manage behaviour
    - 66% support with children and young people to develop self esteem and confidence
    - 47% wanted positive activities for young carers and Looked After Children
    - 57% wanted advice, information and help to access specialist support for drugs, alcohol, mental health and domestic abuse.
- Other activities mentioned included:
- Play and stay
- Baby clinics and antenatal support

## 2. Alignment of reach area boundaries for Children's Centres

- 64% agreed with the change of the 'reach boundaries' to align with partners and comments included – this will help partnership working, it will reduce barriers, because all organisations need to work together, referrals between agencies will be smoother and each organisation will have a fuller picture of each child, improved multi agency working, improve communication, better coordinated services. Concerns with people that didn't agree (19%) included not clear where they would be able to access services from, concerns that their current centre (mainly palfrey

CC) may not longer be there, concerns about staff wellbeing – too many staff in the same building may mean hot desking and this could impact on staff wellbeing. Some people (13%) indicated that they didn't know or didn't understand the proposal around change in boundaries or how it would affect them.

### **3. Change to use of buildings**

- 90% of Families thought it was important to be able to access support by dropping into a building. Comments supporting this view included having access to immediate and face to face support, being able to network with other people, home visits are not always appropriate, somewhere to go without the need for making an appointment, quick and easy access (including close distance)
- Most popular was the delivery of family support in the community (87%) followed by Home visits (76%) and least preferred method is telephone contact with 63%. This indicates that Family support needs to keep a flexible approach using a combination of all three methods depending on the needs of the family to offer support. Other ideas on ways Family support could be offered are:
  - Electronic information
  - Online chats
  - Leaflets
  - Gp surgeries
  - Peer support groups
- The most important factors when accessing or deciding to attend support groups, activities or workshops are:
  - 87% friendly staff
  - 82% skilled and knowledgeable staff
  - 76% free or low cost
  - 76% Safe environment
  - 76% welcoming environment
  - 71% Journey from home
  - 66% pushchair access
  - 60% being held during school hours
- 50% of people agreed with Birchill Children's Centre only providing childcare and early learning while 38% disagreed. Concerns included: where parents would be able to go for support other than child care. Birchills being too far to access or not easy to access for some parents, loss of groups and services delivered in Birchills CC.
- The most popular choice for the 'hub' in the Central and South area of the Borough is Palfrey Children's centre with 63%, 11% Birchills Children's Centre 11% had no preference and only 7% had preference of Allumwell.

A large proportion of the people completing the questionnaire indicated that the reason for their answer was based on what they currently attended and the positive experience of the centre they attended as well as it being close to where they lived.

*A large proportion of this questionnaire was completed by services users accessing Palfrey CC already – so this may have affected the popularity of Palfrey.*

- 54% of people completing the questionnaire liked Children and family Hub best as a name for the hubs.

Type	Youth Services Providers: Stakeholder Meeting Face to Face Meetings x2	Date	10/11/2016 18 <sup>th</sup> & 21/11/16
Audience	Commissioned providers of Youth Support Services		
Protected characteristics	No monitoring undertaken, this group was of mixed ages, sex and race		
Feedback			
<p><b>Venue: My Place. Date: 10<sup>th</sup> November 2016 Time: 10am to 12 noon</b></p> <p>7 of the 11 commissioned providers attended this meeting plus 1 representative from Walsall Voluntary Action. These 7 providers provide a range of centre based and detached youth services to young people aged 9 to 19 of all ethnic backgrounds, including young carers, those with disabilities voluntarily accessing services, those at risk of offending and anti social behaviour and young parents/ teenage pregnancy reduction in the following areas and which cover all wards of the Borough: West Walsall (Bloxwich), Birchill/Leamore, Short Heath, North and South Willenhall, Brownhills, Aldridge North/ Walsall Wood, Aldridge Central, Streetly, St Matthews, Paddock, Palfrey, Pleck, Darlaston, Pelsall, Rushall/Shelfield, West Walsall (Bloxwich), Bloxwich East, Blakenall.</p> <p>2 providers requested individual meetings as they were unable to make the meeting which took place on 18<sup>th</sup> and 21<sup>st</sup> November 2016. These 2 providers deliver centre based services to the same cohort of young people living in the Darlaston and Moxley areas. In summary, no preference was expressed on the two options throughout these consultation meetings but the providers did engage with the consultation and expressed their willingness to work with the Council to deliver services to April 2018.</p> <p>At the Stakeholder meeting and for each of the face to face meetings, the same presentation was given and hardcopies issued on all 5 of the proposals being consulted on with the opportunity to comment on each or all of the proposals. providers were also given a table</p>			



showing the difference in funding by Ward for the two proposed options for the 2017/18 funding allocation. The providers at the Stakeholder Meeting questioned allocations; 'who did the proposal? From a quick calculation areas of greatest need get less funding.' After conversations between themselves 'there are pockets of deprivation and need in some areas such as Aldridge but that's not across the whole ward' providers felt the information was correct. However, it was later agreed there was an error on the table which was revised and a new table published on the website and circulated to all providers. The correct information was shared at the 2 face to face meetings.

As part of this consultation, stakeholders asked questions about the grant process. These questions are included in the feedback below and were responded to appropriately:

*'consultation on these proposals closes on 23<sup>rd</sup> December 2016, the Council is consulting on other proposals and links to this consultation and wider Council consultations were included in the presentation, Cabinet Decisions on the draft proposals will be made on 23<sup>rd</sup> February 2017. Conversations with providers on 2017/18 funding allocation will take place after 23<sup>rd</sup> February. The Council will endeavour to work with providers throughout this process'*

Feedback from the Stakeholder Meeting in relation to changes to Children's Centre operation model:

- In Walsall we target services on failure. We should use an asset model based on what works. 0 to 19 locality model is outdated. It is still a deficit model looking at problems rather than solutions.
- 0 to 19 'whole family' model is good
- Is this year an opportunity to help with working together and taking part in 0 to 19 locality meetings? Palfrey are looking at how meetings will work, see how they go  
Face To Face Meetings: 18<sup>th</sup> and 21<sup>st</sup> November 2016  
1 provider listened to the information but did not want to comment at that time.  
1 provider agreed with proposed:
- 0 to 19 locality model: ' my family didn't come with all under 5's s', 'you don't want to have to go to 1 place for 1 thing and somewhere else for other things',
- Changes to Birchills building to all childcare 'if it means more people get their childcare that they need then why wouldn't you?'
- Change of reach area: ' you can work better with everyone', 'why have different areas, its so much harder to do things'
- 

Type	Public Consultation Meeting	Date	15/11/2016
Audience	Service users of Birchills Children’s Centre		
Protected characteristics	n/a		
Feedback			
0 attendees			

Type	Public Consultation Meeting	Date	22/11/2016
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Audience	Service users of Blakenall Children's Centre		
Protected characteristics	n/a		
Feedback			
1 attendee – School But no feedback – listened and said that they could understand all the proposals. Was going to reflect and complete a individual consultation form and submit.			
Type	Public Consultation Meeting	Date	24/11/2016
Audience	Yow group - Myplace		
Protected characteristics	No monitoring undertaken, this group was of mixed ages varying from 14 - 20 of mixed sex and race		
Feedback			
Attendees: Isabel Vanderheeren, Paul Dennis, Keiran Atkins Young People: Tado Sibenke, Ben Sharp, Balraj Jhott, Zara Khan, Charlotte Gough.  The YOW – 'Youth of Walsall' group is a active engagement group who meet every two weeks at myplace. They are a group of young people aged 10-19 who are inspired to represent the young people in their community. They aim is to listen to other people's views, implement their opinions and empower young people voices.  Young people were given the consultation document as well as a prentation giving a overview of the proposals. The proposals were outlined to the young people and at the end of each proposal a discussion was facilitated.  Feedback included:  1. The development of a 0-19 hub: <ul style="list-style-type: none"><li>• Group Agreed new localities is good</li><li>• Young people felt that there was a need to consider Re-branding of name to ensure it was inclusive of all and was attractive to young people. family centre may exclude young people. Children and young people hubs may be better</li><li>• Trial of delivery of community based work, with staff based at EDC</li><li>• One of the young people raised that it may be unfair that the current proposal means there will be now hub building in the East - response: <i>we would go and work in different community buildings so children, young people and families would still have access to a variety of programmes. Young people wondered if we could explore a virtual hub – online where people could go for advice and guidance.</i></li><li>• Young people felt that a Focal points within locality is important</li><li>• Young people would encourage the inclusion of young people and parents in delivery of programmes like parenting, mentoring, website development, etc</li><li>• young people reiterated the importance of programme which support the most</li></ul>			

vulnerable

- Inter not all YP have access to the internet so if we think about use of virtual hubs need to bare this in mind
- But isolated YP could benefit
- Proposals – need to provide specific programmes to specific groups – and age appropriate.

## 2. Change of Boundaries

- Made sense – just need to consider flexibility in offering support
- 

Type	Public Consultation Meeting	Date	28/11/2016
Audience	Service users of Palfrey Children’s Centre		
Protected characteristics	Parent 1 – Femaile,Asian Pakistani, Hetrosexual/Straight, married Parent 2 – Female, Asian Indian, Hetrosexual/Straight, married Parent 3 – Female, Asian Pakistani, Hetrosexual/Straight, married Parent 4 – Female, 41, Muslim Parent 5 – Female, 41, Muslim Parent 6 – Female, 36, Muslim		
Feedback			
<ul style="list-style-type: none"><li>• Concerns around stay and plays and closure of groups</li><li>• None essential spending in other budgets</li><li>• Parent 1 – play and stay groups not needed for children aged 3-5</li><li>• Parent 1 – Palfrey is the hub of the community for parents</li><li>• Parent 1 – parents should run play and stays and volunteer for parent run programmes – would be happy to do this</li><li>• Parent 2 – my concern is at losing playgroups</li><li>• Parent 3 – sure start is about parents supporting other parents</li><li>• Parent 3 – concerns around volunteers running groups would be that they do not have the same expertise as children’s centre staff</li><li>• Parent 1 – the questionnaire is too complex for parents – asked whether they had received support in completing the questionnaire. the staff member found it hard to complete</li><li>• Parent 4 – we are not vulnerable parents</li><li>• Parent 5 - Staff offer support to parents in the groups</li><li>• Parent 6 – parents are travelling to this centre so it is important for us</li><li>• Parent 4 – why are you cutting this service again</li></ul>			
Overall findings: <ul style="list-style-type: none"><li>○ Concerns were to the ending of stay and plays as they develop and build friendships in these groups</li><li>○ All parents expressed they were not vulnerable families and therefore may not be able</li></ul>			

to access services in the future as they would not meet criteria. They felt they still needed the service as it gives them access to socialising and networks as well as helped their children to develop.			
Type	Public Consultation Meeting	Date	29/11/2016
Audience	Service users of Darlaston Children's Centre		
Protected characteristics	3 Female, white British 1 Male, white British		
Feedback			
2 attendees – health visitors 2 family support workers – no feedback			
Health Visitor feedback:			
<ul style="list-style-type: none"><li>• Found language and terminology used in presentation difficult to understand</li><li>• Concern that Play and Stays were being cut</li><li>• Concerning in regard to targeting services as certain groups of service users mix together and need to maintain existing good mixes that help build aspirations, learn from each other to take themselves and their communities forward</li><li>• Ambition to involve communities in running services and role models: 'nothing more powerful'</li><li>• Can't have groups which are just run by training parents as they present a barrier to others</li><li>• Need to take into account language barriers, vulnerabilities, domestic abuse</li><li>• Concern about how youth services will be delivered, expertise to support young people and SEND/ Children with disabilities mix and accessibility. There is an existing gap for 11 to 19 year olds. Young carers will stay together as a group and be supported away from 0 to 19 locality teams.</li><li>• Concern that vulnerable families have support during the 6 week holidays, Resource Panel not widely known about</li><li>• Information sharing for '40 plus' mom's clinic at Darlaston could be better</li><li>• 'I really like the 'Menu of Services' booklet. It's really useful'</li><li>• Will need to focus on teenage pregnancies following the loss of Family Nurse Partnership services</li><li>• In support of 0 to 19 locality model:<ul style="list-style-type: none"><li>- 'Walsall has a lot of deprived areas, we need to start at the beginning, communities need to be aspirational. My parents are hardworking, lovely. I've seen a real change in my families, they want their children to go to university. Need to maintain this.'</li></ul></li></ul>			
- 'We need to dovetail it all together under one umbrella because families are like that. Children's Centres have really good practices and building on this Health Visitors working with 0 to 5s will be better integrated with colleagues in 0 to 19 locality teams. We'll all develop a skill base and keep expertise.'			
Type	Public Consultation Meeting	Date	30/11/2016

<b>Audience</b>	<b>Manor Farm Association</b>
<b>Protected characteristics</b>	n/a
<b>Feedback</b>	
0 attendees	

Type	Public Consultation Meeting	Date	06/12/2016
Audience	Service users of Play and Stays delivered at Birchills Children's Centre		
Protected characteristics	No monitoring undertaken, this group was of mixed ages varying from 0 years upwards of mixed sex and race		
Feedback			
<ul style="list-style-type: none"><li>• Currently not accessing any other children's centre groups</li><li>• Some parents were accessing a group next door at Birchills school – run without support from the LA. Some parents were not aware of the provision and Birchills School, but when talking to them said now they know about this they would access this.</li><li>• If this building were to close would you access any of the other groups available within the area?<ul style="list-style-type: none"><li>○ Parent 1 expressed she does not have transport so would require a group within walking distance</li><li>○ Parent 2 expressed she would happily access other groups</li><li>○ Parent 2 – my child will be accessing 234 funding at Stanley's Childcare from January 2017 moving on to Birchills School and would take her child to other groups in the area.</li></ul></li><li>• Parent 3 expressed she has previously worked in another authority operating on a 0-19 model, her experience is that it worked well and was a brilliant idea as it would cater for all ages.</li><li>• Parent 3 - feels the name staying as children's centre would differ older children from accessing and would take away her thoughts on a name and include in the questionnaire</li><li>• Parent 3 – parents would be ideal in the running of stay and play groups and would be interested in doing so as she has been out of work for 10 years feel like this would help in getting back into work and her skill set could help other parents.</li><li>• Parent 4 - accessibility is important as this is a central building for the Birchills community</li><li>• Parent 5 – location is most important as all parents do not drive</li><li>• Parent 6 – parking is important when accessing groups</li><li>• If the group were to close I would access other local groups</li><li>• Would like to know of local groups</li></ul>			

Type	Public Consultation Meeting	Date	06/12/16
Audience	Service users of Play and Stays delivered at Alumwell Children's Centre		
Protected characteristics	Female, aged 31, White other, not pregnant, heterosexual/straight, married		
Feedback			
1 attendee			
<ul style="list-style-type: none"><li>Mom expressed no concern in relation to the consultation</li><li>Mom's closest children's centre is Birchills Children's Centre</li><li>Mom is accessing Alumwell as this is the only baby groups she knows of – response: <i>we supplied mom with information on other local groups she could access</i></li><li>Mom said that only she attends this session and said this building can be used for better use.</li><li>Baby is currently 8 months old but when he turns one she will be returning to work and no longer access this group. March 2017</li><li>Mom said she only attends this group to help improve her English – <i>Response: Targeted worker gave mom information about an esol class at birchills children's centre. Mom is going to sign up</i></li><li>Mom is willing to travel to access groups and expressed she was looking at attending Bloxwich polish stay and play after Christmas</li><li>Mom said she is happy and understands the proposals</li><li>I informed mom of other groups in the area which may be closer to her home.</li><li>Mom was supported in completing the questionnaire and encouraged to write down her views and how she would like more polish groups in the area.</li></ul>			

Type	Public Consultation Meeting	Date	07/12/2016
Audience	Service users of Play and Stays delivered at Alumwell Children's Centre		
Protected characteristics	Parent 1- female, married, asian or asian british, muslim Parent 2 – male, married, asian or asian british, muslim		
Feedback			
4 attendees <ul style="list-style-type: none"><li>Parent 1 – I feel like is important for the Alumwell area as I have nowhere else to go after being recently told my local library may be shutting and I have received a letter from Alumwell nursery to say they may be closing.</li><li>Parent 1 – am I able to access any other groups? Yes there are over 90 play and stays available in the walsall borough. This information can be provided</li></ul>			

Type	Stakeholder Consultation Meeting	Date	08/12/2016
Audience	Council House, Walsall Council		
Protected characteristics	No monitoring undertaken, but audience was of mixed age, sex and race.		
Feedback			
4 attendees			
Leigh Hale – West Midlands Police Sarah Mace – West Midlands Police Maria Cooke – Willenhall Health Visiting (Clinical Lead) Debs Guy – Early Help			
Overall feedback			
- Play and stay is a valuable part of early help offer in helping to improve parenting and school ready development			
- As health visitors we don't have access to all the information on stay and play			
- All partners liked the idea of 0-19 working and thought that the move in =reach boundaries would help partnership working.			
- Police expressed concern in reduction in youth worker would mean a increase in ASB, but was also reassured to here that some of the functions related to youth work would continued to be delivered through the 0-19 locality teams under the proposals – so not a complete loss of youth services.			

Type	Public Consultation Meeting	Date	14/12/2016
Audience	Service users of Stanley's Childcare		
Protected characteristics	Am session – Parent 1 – male 34,Christian, African Parent 2 – female, 34, Christian, African Parent 3 – male, 43, Christian, African, gay man, married Parent 4 – female, 33, muslim, Pakistani, married  Pm session – female, white English, aged 23, married		
Feedback			
4 parents attended			
Parent 2 – I volunteer for a church will this be affected by the proposals to youth funding as we currently provide a youth group – no as this is not a provider we currently support			
Parent 2 – I feel these proposals are a brilliant idea as their is a lack of childcare in the local area			

Parent 1 – my children have been coming to this centre for over 8 years using the use of childcare I feel this is a positive decision as it is making room for more children and staff and children will not have the disruption of yearly budget cuts.

Parent 1 – will the staff lose their jobs? Staff will be tuped over during the procurement process .

Parent 2 – will the baby clinic and midwife service still be available? It will be a service that will be continued but possibly not from this building

Parent 3 – my child will be left by the changes to proposals so I have no concerns or questions I actually didn't need to come to this meeting

Parent 4 – I have nmo questions or issues as my child will no longer be here at that time

All parents expressed that they do not access any other services in the building apart from stanley's childcare and that none of their children will be affected by the proposals as all children will be in school by that time

One parent attended (Pm session)

- In terms of the 0-19 locality teams, parent was concerned that this would mean that programmes would mix younger children and older children. But if it means that there are bespoke programmes targeting specific ages than she thought it was a good idea. Her comments included:

'would not be past from pillar to post' and 'easier to understand services.

- Name of the hub – best option would be children and young people hub – but worried that this may exclude 16+ year olds as she saw herself as a adult at 16.

- The parent came originally from Bromwich and said when moving to Walsall 'it was a nightmare to find out what services were available'. Not having the support led to anxiety and depression. Through the health visitor she was referred to a play and stay session and this helped her to connect with other people and reduced her aniety.

- On the child care the parent was concerned that if the Local Authority was not providing the child care at Birchill that this would lead to less quality provision. Parent has direct experience of private provider who she fell was only in it for the money and had to close down due to child safety concerns. This had been a negative experience as she was only told on the day it was closing down and led to being left without child care provision.

- Parent also could see how a quality provider may be able to provide more flexibility or develop the childcare further and would like to see the development of a wrap around service for before and after school which would help her as a working parent.



Type	Public Consultation Meeting	Date	15/12/2016
Audience	Service users of Play and Stays delivered at Birchills Children's Centre		
Protected characteristics	No monitoring undertaken, this group was of mixed ages varying from 0 years upwards of mixed sex and race		
Feedback			

Parent 1 –

(proposal to change Birchills in to childcare to meet the demand for 2 year olds) As my child is 2 years old this will be of no use to me, however I feel if the new possible provider will offer wrap around this will be good

0-19 model – will the services that the children's Centre offer be cut? Under the proposal we are not looking to cut the services we offer however they will be delivered in a community based need – showed mom where she could find this question on the questionnaire and encouraged her to have her say on what services she feels should still remain. Play and stays will still be delivered in the Birchills community.

What about Alumwell? As shown in the proposals if the change in boundary happens this will result in 3 buildings currently in the new Central and South we are seeking decisions on which building would be best to deliver services from.

Parent 2 – (NHS Employee) white female.

(proposal to change Birchills in to childcare to meet the demand for 2 year olds) – I feel that groups are important especially in regards to buildings as some parents do not drive.

The way in which we deliver youth services and the creation of 0-19 services – I didn't realise that youth services still exist as my partner was a youth worker and lost his job. I feel the money should be split equally to all partners. I feel it is a good idea in the creation of 0-19 and merging youth services. Why are you doing to age 19? Will it be ensured that all staff have degrees? What about current staff?

Where will my local centre be? It would not affect me as such as I drive so can access other buildings, however this is the busiest group I have attended. Where is my place?

Previously a volunteer for youth services.

Parent 3 – white female aged 37 works for DWP

I fully disagree with the proposals as a mum I feel these services are important having recently moved from Bournemouth I feel this children's centres are rubbish in compared to those. ( I explained to mom what services we currently offer and how we will continue to run services just from a possible different building and we are seeking views on what will be important in the possible 0-19 model)

I do not agree with the possibly of youth children being in the same building as small children and would be concerned around the safety of my child ( I explained to mom that these young people would not be accessing the stay and plays but specialised groups dependant on their age range ie evening groups)

As I do not qualify for 2 year funding I feel when taking on a new provider for the building they should take in consideration for parents who cannot afford it and the pricing that they change as in comparison to Bournemouth this area is very deprived and have a lot of people from Syria.

Type	Public Consultation Meeting (Youth)	Date	15/12/2016
Audience	Service users of Myplace		
Protected characteristics	Young people Looked After Children, Children with SEND Aged 14 - 21		
Feedback			
13 young people and 3 members of staff			
<ul style="list-style-type: none"><li>- Young people agreed with the principle of designing a 0-19 Hub as long as this still contained specific programme of activities for young people their age.</li><li>- Young people felt that their needed to be flexibility around age as there are young people who are aged 19+ who may still need to access the support and clubs.</li><li>- Some members of the group expressed the need to consider performing art as a medium to engage young people. They expressed that music had helped them as individual members to build their confidence, socialise and help with learning in school and would like to continue to see it as part of the 0-19 programme.</li><li>- Continuing with a menu of activities for young people was felt important to the group as youth clubs like the one they attended helped them with socialising, meeting new friends and increase their mental health (by decreasing anxiety and isolation)</li><li>- The group did express concerns that bringing all the activities together in a 0-19 service my dilute the programme available for young people or may mean that the programme may no longer be delivered by young people skilled staff.</li><li>- Young people thought the most important criteria in accessing the 'hubs' would be the staff – Funny, approachable, friendly, someone you can learn from and staff that make time to get to know you.</li><li>- The group also thought it would be important to see young people as co-delivers of the menu of services like by training and utilising them as peer mentors/educators.</li><li>- The group thought that the development of a online/'virtual hub' would be well worth exploring, but needed to be balanced by still having access to face to face delivery as well as on the phone.</li><li>- The group saw communication as one of the most important issues in ensuring young people new about the service and accessed the service. Ideas on how this</li></ul>			

	<p>could be done where: meet and greet, social media, information through schools (assembly, reception, leaflets, etc), emails, post, use of young people already using the service, interactive website.</p> <ul style="list-style-type: none"> <li>- Having a building as a meeting point was seen as important to the young people. The name of the Hub needs to be inclusive of all ages and felt that Children and family centres were not inclusive. Young people thought 'the hub' or 'my hub' or 'Our Hub' were good names, and suggested a strap line to go with it e.g. 'here to help everyone'.</li> <li>- Most of the young people in the group agreed that resources should be allocated on a needs basis as they felt that this was going to help tackle the problems better, but felt that all areas should get some money. Young people thought it was important that funding was spent to address the needs identified and if it wasn't than unallocated funding should be reallocated to young people who need it the most.</li> </ul>														
<b>4.2</b>	<b>Concise summary of evidence, engagement and consultation (including from area partnerships, where relevant)</b>														
	<p><b>The consultation included:</b></p> <ul style="list-style-type: none"> <li>- Data analysis</li> <li>- Questionnaire completed by 119 people of following being service users <ul style="list-style-type: none"> <li>88 users of children's centres</li> <li>1 user of youth service</li> <li>33 parent/carer of someone who uses a Children's centre or Youth Services</li> </ul> </li> <li>- 11 public consultation meetings – engaging with a total of 23 parents and 18 young people.</li> <li>- 2 stakeholder events – attended by youth work providers, Health Visiting, police and family support</li> </ul>														
	<p><b>How may the proposal affect each protected characteristic or group?</b>  <b>The effect may be positive, negative or neutral.</b></p> <table> <tr> <th>Characteristic</th><th>Effect</th><th>Reason</th><th>Action needed Y or N</th></tr> <tr> <td>Age</td><td>negative</td><td> <p>There is a reduction in services – therefore this will impact on all ages – especially young people aged -19.</p> <p>There may be a rise in ASB which will affect all community members</p> </td><td>Y</td></tr> <tr> <td>Disability</td><td>negative</td><td> <p>Young people with a disability may be impacted more than other groups of young people due to barriers around transport, reduced services may mean</p> </td><td>Y</td></tr> </table>			Characteristic	Effect	Reason	Action needed Y or N	Age	negative	<p>There is a reduction in services – therefore this will impact on all ages – especially young people aged -19.</p> <p>There may be a rise in ASB which will affect all community members</p>	Y	Disability	negative	<p>Young people with a disability may be impacted more than other groups of young people due to barriers around transport, reduced services may mean</p>	Y
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			increased vulnerability and may also be impacted by other proposals related to transport and shortbreaks	
	Gender reassignment	neutral		N
	Marriage and civil partnership	positive	The 0-19 locality model is will developing a programme which will include support to families as soon as possible reducing stress on families and risk of separation and divorce as a result and will also include a programme of targeted parenting programmes which will aim to mitigate any negative impact on children as a result of parents separating.	N
	Pregnancy and maternity	positive	Same services will be in place but will ensure greater partnership with health visiting and easier access to services where it is needed. Aligning of partnership boundaries will help with this  Continue to focus on support for teenage parents.	N
	Race	Positive	The proposals are driven by developing services based in local communities and driven by local needs, therefore this will positively impact on the needs of the diverse community as teams will better understand local need, have a greater engagement and relationship with local communities and include local communities in the delivery and development of services	N
	Religion or belief	neutral		N
	Sex	positive	Consultation showed that most female carers engage with services  0-19 services will have a greater focus on engaging with fathers, including a	N

			programme aimed at working fathers.	
	Sexual orientation	neutral		N
	Other (give detail)			
	Further information			
6	<b>Does your proposal link with other proposals to have a cumulative affect on particular equality groups? If yes, give details below.</b>			(Delete one) <b>Yes</b>
	Young people with a disability will also be affected by the transport and short break proposal			
7	<b>Which justifiable action does the evidence, engagement and consultation suggest you take? (Bold which one applies)</b>			
	A	No major change required		
	<b>B</b>	<b>Adjustments needed to remove barriers or to better promote equality</b>		
	C	Continue despite possible adverse impact		
	D	Stop and rethink your proposal		

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
April 2017	<p>To continue to monitor the level of engagement of service users with protected characteristics As part of the Early Help Performance Framework and report on this Quarterly. If there is a reduction in expected/projected engagement in particular of Teenage parents, Ethnic minority groups, Children with Disabilities and young carers than action will need to be taken to understand and remove barriers.</p> <p>Projected outcome to be achieved: Continue to see positive engagement of service users with protected characteristics</p>	Isabel Vanderheeren	April 2018	

April 2017	<p>2. Work with partners to understand ASB hotspot areas and times and address (projected demand) and address through a partnership action plan.</p> <p>Projected outcome to be achieved: Youth related ASB to remain at low levels</p>	Isabel Vanderheeren	April 2018	
January 2017	<p>0-19 locality to develop and maintain a programme of delivery focussed on supporting children and young people with a disability through maintaining 'specialised SEN family support case workers' increase the delivery of cygnet (specialised SEND) parenting programme and delivery of at least one group work programme for children with disability per locality.</p> <p>Ensure effective communication of programme available through website, partners and disability register.</p>	Isabel Vanderheeren	April 2017	.

	<p>Projected outcome to be achieved: Access to both targeted programmes and one to one support for parents, children and young people with SEND</p>			
January 2017	<p>Work with WVA (one Walsall) to identify and secure alternative funding opportunities to secure continuation of youth provision across all areas.</p> <p>Meeting with WVA planned in January to explore different funding opportunities including the Big Lottery funding and The community's fund. WVA has requested support around data submission and endorsement to secure a higher success rate.</p> <p>Projected outcome to be achieved: Funding identified across all areas and sustainability of youth provision across the Borough to no additional cost of the LA.</p>	Isabel Vanderheeren	March 2018	



January 2017	<p>Play and stay to remain part of the Early Help offer within each locality</p> <p>Publicise through the website and partnership including schools, health visitors, GP surgeries, etc play and stay sessions available across the area.</p> <p>Continue to promote through the Early Years team the positive impact of Play and Stay delivered by schools to improve school readiness in children and building early partnership relationships with parents.</p> <p>Projected outcome to be achieved:</p> <p>Play and stay sessions by school continued to be delivered</p> <p>More schools consider and deliver play and stay as part of their offer (April 2017</p>	Isabel Vanderheeren/ Nicola Hart	April 2017	)
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Update to EqIA	
Date	Detail
21.12.2016	Following consultation – consider feedback