

# Equality Impact Assessment

Section One: About the Strategy / Policy / Function - *instructions appear in the status bar at bottom of screen*

Service Group	Service	Section	Lead Officer For EIA
CESC	CYOPS & CSCN	Early Years	Beccy Brown
Support Officer(S) S Singh		EIA Completion Date 1 November 2011	
1) Name of policy / function	Provision of Early Years Services in the Borough		
2) Is this new or existing?	Existing - However the reason for completing this EIA is that we are seeking Cabinet Approval to change how the Service is provided.		
3) What is the overall aim(s) of the policy / function?	To deliver a Borough wide Early Years Service		
4) What are the objectives of the policy / function?	To provide support, advice and information to families with pre-school children and to ensure that there is sufficient high quality childcare across the Borough.		
5) Who implements this policy / function within Stockton-on-Tees and how?	<p>The Service is provided by:</p> <ul style="list-style-type: none"> <li>•A central team who ensure sufficiency of provision of early years services across the Borough. They support and ensure a high standard of provision in early years settings, oversee and administer the provision of the free 15 hour per week programme for 3 year olds and the free 2</li> </ul>		

	<p>year old pilot programme.</p> <ul style="list-style-type: none"> <li>•A Children's Centre Team who deliver a wide programme of activities for pre-school children through a network of 11 Surestart Children's Centres across the Borough. Most of the Children's Centres are run by the Council, however private sector providers are involved in delivery at some centres and delivery the Layfield service entirely.</li> <li>•The Educational Improvement Service (0-11 team) who ensure quality and challenge to all Early years provision in schools (including maintained nurseries); ensure and support quality in learning development to all settings in the borough and also provide qualified teachers and advisory teachers to support development of childcare staff and plan and deliver learning development programmes in Children's Centres.</li> </ul>
<p><b>6) Are there any partner agencies involved in the delivery of this policy / function? If so, whom?</b></p>	<p>The local authority works with a range of partners to deliver the function, including the NHS Stockton-on-Tees and a range of community and third sector organisations.</p>
<p><b>7) Are other services affected by this policy / function? If yes which are they?</b></p>	<p>Primary Schools</p>

## Data Review and Analysis

The data analysis should be used to identify who are the actual and potential customers for this policy. And any significant findings across the diversity strands i.e. any data that shows a difference or tells a story about the strand

**NATIONALLY COLLECTED DATA e.g. Census 2001, Labour Force Survey etc.**

**Please list significant findings for age, disability, faith/belief, gender, race, sexual orientation and community cohesion.**

2001 Census data / Office for National Statistics

The proposed change to the Service is that we target the Service to provide a more targeted service in defined areas in the Borough. The Borough has been divided into 7 areas, of which 4 have been defined as target areas. The BME data collected via the census has been mapped to these areas and is shown below:

(T)Central East = 1% of the population in this area are from a BME community

(T)Central South = 0.5% of the population in this area are from a BME community

(T)Central West = 0.2% of the population in this area are from a BME community

(T)Eastern = 0.1% of the population in this area are from a BME community

Northern = 0.2% of the population in this area are from a BME community

Southern = 0.5% of the population in this area are from a BME community

Western = 0.3% of the population in this area are from a BME community

(T) = Target area

64% of the BME population in the borough live in one of the 4 target areas of the Borough

An increase in focus of the provision in the target areas would therefore coincide with a focus on the areas of the Borough with the highest proportion of the BME population

The Census data also indicates that 69% of the people in the Borough claiming disability living allowance live in one of the target areas.

## LOCALLY COLLECTED DATA e.g. IPSOS MORI Household Survey, BVPIs, Viewpoint

Please list significant findings for age, disability, faith/belief, gender, race sexual orientation and community cohesion

The consultation exercise which concluded on 7<sup>th</sup> October collected diversity monitoring information as shown below. This illustrates that we collected data from a representative sample of the people in the Borough. The analysis of the results for respondents from minority groups indicates responses in line with the overall responses to the consultation.

AGE	CENTRAL EAST	CENTRAL SOUTH	CENTRAL WEST	EASTERN	NORTHERN/WESTERN/SOUTHERN	UNKNOWN	Grand Total
0 - 19 years	1	4	2	2			9
20 - 29 years	66	57	51	36	5	24	239
30 - 39 years	47	45	54	44	46	62	298
40 - 49 years	12	11	11	9	16	23	82
50 - 59 years	4	6	1	7	4	28	50
60 - 69 years	2	6	3	4	9	27	51
70 - 79 years	1	1			3	9	14
80 - 84 years					1		1
85+ years					1	1	2
Prefer not to say		4				5	9
Grand Total	133	134	122	102	85	179	755

GENDER	CENTRAL EAST	CENTRAL SOUTH	CENTRAL WEST	EASTERN	NORTHERN/WESTERN/SOUTHERN	UNKNOWN	Grand Total
Female	117	121	103	92	72	117	622
Male	12	8	15	9	13	60	117
Prefer not to say	2	1	1			2	6
(blank)							
Grand Total	131	130	119	101	85	179	745

ETHNICITY	CENTRAL EAST	CENTRAL SOUTH	CENTRAL WEST	EASTERN	NORTHERN/WESTERN/SOUTHERN	UNKNOWN	Grand Total
Asian/Asian British: Bangladeshi		1					1
Asian/Asian British: Chinese	10					1	11
Asian/Asian British: Indian		4			2		6
Asian/Asian British: Pakistani	12	3				2	17
Black/Black British: African	6		1				7
Mixed/multiple ethnic groups: White and Asian						1	1
Prefer not to say	1	3	4	2		10	20
White: Any other White background. If so, please specify below.						2	2
White: English/Welsh/Scottish/Northern Irish/British	96	121	117	100	83	162	679
Grand Total	125	132	122	102	85	178	744

MARITAL STATUS	CENTRAL EAST	CENTRAL SOUTH	CENTRAL WEST	EASTERN	NORTHERN/W ESTERN/SOU THERN	UNKNOWN	Grand Total
Civil partnership	9	12	10	5	2	2	40
Divorced	5	5	4	3	2	8	27
Married	58	73	58	56	72	130	447
Prefer not to say						4	4
Separated	4	1	2	3		2	12
Single	50	36	46	30	6	28	196
Widow	4	1		1	2	4	12
(blank)							
Grand Total	130	128	120	98	84	178	738

**SERVICE AREA COLLECTED DATA e.g. Comments and Complaints, User Surveys, Evaluation Forms.**  
**Please list significant findings for age, disability, faith/belief, gender, race sexual orientation and community cohesion**

Data on current users of the Children's Centres in the Early Years Service indicate that 68% of users in the year 2010/11 are from target areas and 32% from non target areas. This indicates that an increase in focus on target areas would improve provision for the areas with the highest % of the BME population. The results of the consultation exercise indicate that the views of the BME population are in line with the overall results of the consultation.

**Analysis of EIG Consultation Results - Percentages by Ethnicity**

**KEY: Dominant responses by ethnicity and overall are highlighted yellow**

Do you currently use a Children's Centre within Stockton-on-Tees?	Unclassified	White: English/Welsh/Scottish/Northern Irish/British/Other	BME	Prefer not to say	Total
	Blank	10.0%	0.4%	0.0%	0.0%
No	10.0%	26.9%	7.0%	20.0%	<b>25.1%</b>

	Yes	80.0%	72.7%	93.0%	80.0%	74.2%
<b>Total</b>		<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Do you agree with our proposal to focus our funding on those in need?		Unclassified	White: English/Welsh/Scottish/Northern Irish/British/Other	BME	Prefer not to say	Total
	Blank	15.0%	3.4%	2.3%	5.0%	3.7%
	No	20.0%	31.3%	18.6%	45.0%	30.6%
	Yes	65.0%	65.3%	79.1%	50.0%	65.7%
<b>Total</b>		<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Do you agree with the criteria used to identify areas of most need?		Unclassified	White: English/Welsh/Scottish/Northern Irish/British/Other	BME	Prefer not to say	Total
	Blank	35.0%	7.2%	4.7%	5.0%	7.7%
	No	5.0%	29.2%	16.3%	50.0%	28.4%
	Yes	60.0%	63.6%	79.1%	45.0%	63.9%
<b>Total</b>		<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Do you agree with the proposal to contract with another organisation to provide Children's Centre services for the North, West and South?		Unclassified	White: English/Welsh/Scottish/Northern Irish/British/Other	BME	Prefer not to say	Total

	Blank	20.0%	7.3%	16.3%	10.0%	8.2%
	No	35.0%	29.8%	37.2%	50.0%	30.9%
	Yes	45.0%	62.8%	46.5%	40.0%	60.9%
<b>Total</b>		<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Do you agree with the proposal to charge for services in the Children's Centres in the North, West and South?		Unclassified	White: English/Welsh/Scottish/Northern Irish/British/Other	BME	Prefer not to say	Total
	Blank	15.0%	6.5%	7.0%	5.0%	6.7%
	No	55.0%	48.2%	58.1%	65.0%	49.3%
	Yes	30.0%	45.4%	34.9%	30.0%	44.0%
<b>Total</b>		<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Do you agree with the proposal to seek a partner to operate in the 4 target areas?		Unclassified	White: English/Welsh/Scottish/Northern Irish/British/Other	BME	Prefer not to say	Total
	Blank	25.0%	8.8%	4.7%	15.0%	9.2%
	No	20.0%	22.8%	41.9%	40.0%	24.2%
	Yes	55.0%	68.4%	53.5%	45.0%	66.6%
<b>Total</b>		<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Do you agree with the proposal to stop operating from the Family Centre in Thornaby?		Unclassified	White: English/Welsh/Scottish/Northern Irish/British/Other	BME	Prefer not to say	Total
	Blank	55.0%	23.5%	23.3%	15.0%	24.1%
	No	40.0%	52.7%	39.5%	70.0%	52.1%
	Yes	5.0%	23.8%	37.2%	15.0%	23.8%
<b>Total</b>		<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>



## Stage 2 Scoring the Policy

Now that you have all the information available you can move onto scoring the policy for impact:

	Does it reduce discrimination?	Does it or is it likely to promote equality of opportunity?	Does it promote good relations between these groups?	Does it encourage participation in public life and access to council services?	Does it promote positive attitudes and images to different groups?	Total Score for strand
Age	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Disability	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	12
Faith/Belief	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Gender	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Race	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	12
Sexual Orientation	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	10
Community Cohesion	2 <input type="checkbox"/>	2 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	11
<b>Total Score</b>						<b>75</b>

### Scoring System:

- Score 3 if the policy has a positive effect
- Score 2 if the policy has a neutral effect
- Score 1 if the policy has a negative effect
- If a score has been awarded due to lack of data rather than anticipated effect please indicate by using **the check box**

**Evidencing the Score** - Positive impact scores (3) should be evidenced in the table below. This is not a repeat of the data in the review and analysis section but a demonstration of how the policy or strategy is having a positive impact. For example, if there is a specific section in a document that sets out what you are trying to achieve, please reference here.

<b>Score being evidenced</b>	<b>Reference / Source / Justification for the score</b>
75	<p>Based on the data reviewed we are confident to predict a positive impact in the area of improved access to Council Services for all members of the BME residents of the Borough - this reflects the fact that the proposed changes would focus the service more in target areas where the % of the BME population is the highest.</p> <p>We also anticipate an improved participation in community life as the proposals specifically seek to increase the involvement of community organisations in delivery of the services.</p>

## Equality Impact Assessment Summary

<b>Name of policy / function</b>	Provision of Early Years Services in the Borough	
<b>Service Group</b>	<b>Service</b>	<b>Lead Officer For EIA</b>
CESC	CYOPS and CSCN	Beccy Brown
<b>Support Officer(S)</b> S Singh	<b>EIA Completion Date</b> 28 October 2011	

### Action Plan:

This action plan highlights that will address the issues highlighted in the Equalities Impact Assessment. Longer term issues will be developed into actions within the relevant Service Improvement Plan. They will also be included in the Disability, Gender and Race Action plans that form part of the Council's Single Equality Scheme

Objective - To ensure The Early Year Policy / Function is being delivered so all residents have equal opportunities to benefit from its aims and objectives.		
Key Actions	Who is responsible?	Timescale
N/A	N/A	N/A

**Stage 3 Publication and Monitoring**

Date of Publication

Date Set for Review

**Published Score****75**