

9 March 2017

PLEASE NOTE: This is an updated assessment since that published on 8 March, purely to correct administrative errors only.



HILLINGDON
LONDON

Equality and Human Rights Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy Tendering for a new service A strategy or plan

Other ✓

The introduction of a new delivery model for the Children's Centre programme Hillingdon from April 2017.

The proposed new children's centre model sees the programme delivered through 16 children's centre sites, with 5 lead children's centres (hubs) co-ordinating 11 other linked centres. The purpose of the hubs will be to lead and coordinate services within a defined geographical area, ensuring the distribution of activity and staff according to need. Taking this approach means that services can be delivered directly in the community across a wide range of settings to provide services flexibly in response to need.

The satellite centres will not include the children's centres located at Uxbridge College Hayes Campus and Hillside Primary School, Northwood. These premises are not council-owned and the landlords have failed to agree leases with the council. Therefore we are planning alternative options for delivering services for residents in those areas.

Who is accountable? E.g. Head of Service or Corporate Director

Tom Murphy, Assistant Director of Children's Early Intervention Services

Date assessment completed and approved by accountable person

Tom Murphy 08/03/2017

Names and job titles of people carrying out the assessment

John Wheatley, Senior Policy Officer

Vicky Trott, Senior Policy Officer, Equalities and Diversity

A.1) What are the main aims and intended benefits of what you are assessing?

The Local Authority has a duty to improve the wellbeing of young children in their area and reduce inequalities between them, as well as a duty to make arrangements to ensure that early childhood services in their area are provided in an integrated manner; in order to facilitate access and maximise the benefits of those services to young children and their parents.

The Children's Centre programme in Hillingdon is both directly delivered by the Council and also commissioned via 11 different providers, including schools and voluntary organisations, operating from 18 different settings with a combination of 18 Centre Managers or Coordinators and 18 teams of early years practitioners and family support staff; the programme provides a range of family support services for families with children pre-birth to 5 years.

The current Children's Centre programme incorporates a range of premises and external providers. The initial step in re-configuring the provision of services through Children's Centres is to bring the service in-house. The remodelled service will apply an approach that is informed by the need to enable family access to support, and as a consequence does not limit its planning and delivery to the current children's centre estate. The planned intention is to assess need in each given locality and develop a creative and flexible service in response, which includes targeting the most vulnerable and in need of support and will continue to provide services for families with young children in line with the duties of the Local Authority.

The proposed revised model envisages services provided within localities with the aim of sharing resources within each area. Each locality will have a hub centre and a number of satellite centres to support programme delivery. Hub centres will lead and coordinate services within each locality ensuring distribution of activity and staff according to need.

The revised delivery model will deliver service efficiencies through reconfiguring the current provision to ensure services are effectively prioritised and targeted and provide support in flexible ways which meet the needs of residents more effectively.

The new model uses only premises where lease arrangements are in place or significant progress has made towards completion of a lease agreement, and is predicated on the creation of five distinct localities. Hillside Children's Centre and

Uxbridge College Children's Centre operate from sites that are not council owned. The Programme will not continue to be delivered from these centres as a consequence of lease negotiations with the two providers in question not being concluded due to their failure to agree terms. As a consequence the council does not have the surety of access required to plan for the delivery of services going forward. Therefore, alternative options for re-providing services in these areas are being considered.

A.2) Who are the service users or staff affected by what you are assessing? What is their equality profile?

Staff

Equality data is not being considered for staff as part of this assessment as those employed within the seven directly managed centres are already employees of the Local Authority. This is also the case with six of the nine centres run by schools - where the local authority is also the employer. There are five centres where the employer is an external body where the proposed changes will be achieved through a TUPE transfer of staff to the Council.

Service Users

Equality data held on the users of Hillside and Uxbridge College is presented in appendix A and will be considered as part of this assessment given the intention to discontinue delivering the programme from these locations. It is important to note that this data is based on new registrations from 1 April 2016 to 6 March 2017 and is very limited in that it is only as accurate as the family is prepared to disclose; for ethnicity, the data for half of all new registrations is unknown and is constantly changing.

The data for the other children's centres is not being considered as part of this assessment as the provision is not directly affected by the proposals.

A.3) Who are the stakeholders in this assessment and what is their interest in it?

Stakeholders	Interest
Parents/carers of young children in Hillingdon	To ensure they are able to access high quality services based on their needs.
Staff of Children's Centres in Hillingdon	To ensure the provision of high quality services for children and families based on targeted need.
Providers of services in Children's Centres in Hillingdon	To ensure the provision of high quality services for children and families based on targeted need.
Assistant Director of Children's Early Intervention Services	To ensure the provision of high quality services for children and families based on targeted need.
Deputy Chief Executive and Corporate Director of Residents Services	To ensure the provision of high quality services for children and families based

	on targeted need.
Deputy Leader of the Council and Cabinet Member for Education and Children's Services	To ensure the provision of high quality services for children and families based on targeted need.
Leader of the Council and Council Cabinet	To ensure the provision of high quality services for children and families based on targeted need.

A.4) Which Protected Characteristics, Human Rights or Community Issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	✓
Pregnancy or maternity	✓	Community Cohesion	
Race/Ethnicity	✓	Community Safety	
Religion or belief		Human Rights	✓

STEP B) Consideration of information; data, research, consultation, engagement

B.1) Consideration of information and data - what have you got and what is it telling you?

Staff

There are no immediate impacts on staff from the initial phase of the changes. An equality impact assessment will be completed on any future proposed changes.

Service Users

The data shows that at Hillside there were 943 new registrations, 47.7% of which were from BAME groups, 27.9% were White British. There were 327 young people aged 0-5 and 571 aged between 16-99 registered. Of the 530 identified as from priority and

excluded groups, 20% were on a low income and 11.3% were children with additional needs.

The data shows that at Uxbridge College there were 334 new registrations, 41.1% of which were from BAME groups, 6.8% were White British. There were 107 young people aged between 0-5 and 193 aged between 16 and 99 registered. Of the 178 identified as from priority and excluded groups, 64.6% were on a low income and 2.8% were children with additional needs.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

Please tick ✓ NO ✓ YES

No consultation was carried out directly as part of this assessment however in developing the new service proposals, full account has been taken of the findings of the 0-19 Healthy Child Programme Business Improvement Delivery review - during which resident parents and carers had an opportunity to express their views on the wider provision of early childhood services.

Consultation was undertaken during the summer of 2016 with the following groups.

- Children's Centre managers and coordinators
- Partner agencies
- Parents, through focus groups and online survey
- Children and Young People
- Health Visitors
- School Nursing
- Schools

Further consultation will be undertaken on the proposed changes with service users and staff as required.

B.3) Provide any other information to consider as part of the assessment

Legal context

The council has a public duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations (Equality Act 2010).

The Statutory guidance¹ in this area states:

"A Sure Start children's centre is defined in the Act as a place or a group of places:

- which is managed by or on behalf of, or under arrangements with, the local authority with a view to securing that early childhood services in the local authority's area are made available in an integrated way;
- through which early childhood services are made available (either by providing the services on site, or by providing advice and assistance on gaining access to services elsewhere); and
- at which activities for young children are provided "

Financial implications

Since 2010, the Business Improvement Delivery (BID) programme has driven transformation across the Council, reducing costs and improving efficiency to ensure we continue to deliver high quality services that put residents first. During this period over £84m of savings have been achieved.

Through sound financial management, the Council remains in a very strong financial position. However, going forward, we will continue to face very tough financial challenges with funding from Government being significantly reduced year on year, making the savings increasingly harder to achieve.

The move to a hub and spoke model later in 2017, will enable the service to contribute to a Medium Term Financial Forecast part year saving of £404k (£215k of which is already included in the 2016/17 base budget, with a further £189k identified in 2017/18), increasing by a further £95k in 2018/19 reflecting the full year effect of the proposed implementation of the new hub and spoke delivery model.

C) Assessment

C.1) Describe any **NEGATIVE** impacts (actual or potential):

Equality Group/Human Rights	Impact on this group and actions you need to take
Young people who use the Children's Centres at Hillside and Uxbridge College	The discontinuation of programmes from these 2 centres may have a potentially negative impact on the young service users. In order to mitigate against this, they will be supported to access alternative provision and signposted to other local services during the service transition process to a fully established new delivery model.
Priority and excluded	The discontinuation of programmes from these 2 centres

¹ Sure Start children's centres statutory guidance for local authorities, commissioners of local health services and Jobcentre Plus, April 2013

groups including young people with Special Educational Needs (SEN) who use the Children's Centres at Hillside and Uxbridge College	may have a potentially negative impact on those service users who are from priority and excluded groups including young people with SEN. In order to mitigate against this, they will be supported to access alternative provision and signposted to other local services during the service transition process to fully establish the new delivery model.
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C.2) Describe any **POSITIVE** impacts

Equality Group/ Human Rights	Impact on this group and actions you need to take
All	The proposed changes will have a positive impact on all children and families as the new service will be focussed and based on targeted need.

D) Conclusions

The assessment shows that whilst there may be some potentially negative impacts on some service users during the transition to the new service, they will be signposted and supported to access other local services until the new provision is in place.

The proposals for the new service will ensure the distribution of activity and staff according to targeted service user need, in a defined local area. Services will be delivered directly in the community across a wide range of settings providing greater flexibility in approach.

Signed and dated:



8 March 2017

Name and position: Tom Murphy - Assistant Director of Children's Early Intervention Services

Appendix A

Hillside

Ethnicity		
Ethnic category	Number of registrations with this ethnicity	% of total registrations
Afghan	8	0.9%
African Asian	7	0.8%
Albanian	9	1.0%
Any Other Asian Background	25	2.7%
Any Other Black Background	0	0.0%
Any Other Ethnic Group	0	0.0%
Any Other Mixed Background	3	0.3%
Any Other White Background	7	0.8%
Arab Other	1	0.1%
Asian and Any Other Ethnic Group	0	0.0%
Asian and Black	0	0.0%
Asian and Chinese	0	0.0%
Bangladeshi	4	0.4%
Black - African	21	2.3%
Black - Nigerian	0	0.0%
Black - Somali	2	0.2%
Black and Any Other Ethnic Group	1	0.1%
Black Caribbean	13	1.4%

Black European	0	0.0%
Chinese	6	0.7%
Egyptian	0	0.0%
Filipino	6	0.7%
Greek	0	0.0%
Greek Cypriot	2	0.2%
Gypsy / Roma	0	0.0%
Indian	230	25.2%
Iranian	3	0.3%
Iraqi	0	0.0%
Japanese	0	0.0%
Korean	0	0.0%
Kurdish	0	0.0%
Latin / South / Central American	0	0.0%
Lebanese	0	0.0%
Malaysian Chinese	0	0.0%
Moroccan	7	0.8%
Nepali	1	0.1%
Other Asian	5	0.5%
Other Black	0	0.0%
Other Ethnic Group	0	0.0%
Other Gypsy/Roma	0	0.0%
Other Mixed Background	3	0.3%
Other White British	2	0.2%
Pakistani	58	6.3%

Portuguese	1	0.1%
Roma	2	0.2%
Sri Lankan Other	15	1.6%
Sri Lankan Sinhalese	0	0.0%
Sri Lankan Tamil	0	0.0%
Taiwanese	1	0.1%
Traveller of Irish Heritage	0	0.0%
Turkish	3	0.3%
Vietnamese	0	0.0%
White - British	226	24.7%
White - English	19	2.1%
White - Irish	8	0.9%
White - Welsh	0	0.0%
White and Any Other Asian Background	7	0.8%
White and Any Other Ethnic Group	1	0.1%
White and Asian	5	0.5%
White and Black African	0	0.0%
White and Black Caribbean	3	0.3%
White and Chinese	3	0.3%
White and Indian	0	0.0%
White Eastern European	78	8.5%
White European	19	2.1%
White Other	7	0.8%
White Western European	31	3.4%

Information Not Yet Obtained	16	1.8%
Refused	0	0.0%
<Unknown>	45	4.9%

Age and Gender					
Total Number of registrations					
Male	Female	Male 0-5	Female 0-5	Male 16-99	Female 16-99
412	507	158	169	254	338

Priority and Excluded Group (POE)		
POE Category	No. of POEs	% of total POEs
Child with Additional Need	60	11.3%
Eligible / Claiming Income Support and/ or Job Seekers Allowance	77	14.5%
Large Family (4+ children / 3 under 5 yrs)	24	4.5%
Lone Parent	50	9.4%
Low income (household income less that £20,000 pa)	106	20.0%
Member of the Armed Forces	31	5.8%
New arrival to UK (less than 12 months)	51	9.6%
Parent/Carer with Additional Need	66	12.5%
Receiving Child Tax Credit at the	50	9.4%

Higher Rate		
Teenage Parent	13	2.5%
Traveller	2	0.4%

Uxbridge College

Ethnicity		
Ethnic category	Number of registrations with this ethnicity	% of total registrations
Afghan	1	0.2%
African Asian	0	0.0%
Albanian	7	1.4%
Any Other Asian Background	26	5.1%
Any Other Black Background	0	0.0%
Any Other Ethnic Group	3	0.6%
Any Other Mixed Background	7	1.4%
Any Other White Background	3	0.6%
Arab Other	2	0.4%
Asian and Any Other Ethnic Group	11	2.1%
Asian and Black	0	0.0%
Asian and Chinese	0	0.0%
Bangladeshi	2	0.4%
Black - African	12	2.3%
Black - Nigerian	0	0.0%

Black - Somali	0	0.0%
Black and Any Other Ethnic Group	0	0.0%
Black Caribbean	0	0.0%
Black European	0	0.0%
Chinese	2	0.4%
Egyptian	0	0.0%
Filipino	0	0.0%
Greek	0	0.0%
Greek Cypriot	0	0.0%
Gypsy / Roma	0	0.0%
Indian	77	15.0%
Iranian	0	0.0%
Iraqi	0	0.0%
Japanese	0	0.0%
Korean	0	0.0%
Kurdish	0	0.0%
Latin / South / Central American	0	0.0%
Lebanese	0	0.0%
Malaysian Chinese	0	0.0%
Moroccan	0	0.0%
Nepali	5	1.0%
Other Asian	0	0.0%
Other Black	0	0.0%
Other Ethnic Group	2	0.4%
Other Gypsy/Roma	1	0.2%

Other Mixed Background	0	0.0%
Other White British	1	0.2%
Pakistani	22	4.3%
Portuguese	0	0.0%
Roma	0	0.0%
Sri Lankan Other	9	1.8%
Sri Lankan Sinhalese	0	0.0%
Sri Lankan Tamil	0	0.0%
Taiwanese	0	0.0%
Traveller of Irish Heritage	0	0.0%
Turkish	0	0.0%
Vietnamese	0	0.0%
White - British	24	4.7%
White - English	9	1.8%
White - Irish	1	0.2%
White - Welsh	0	0.0%
White and Any Other Asian Background	2	0.4%
White and Any Other Ethnic Group	6	1.2%
White and Asian	0	0.0%
White and Black African	0	0.0%
White and Black Caribbean	0	0.0%
White and Chinese	0	0.0%
White and Indian	2	0.4%
White Eastern European	4	0.8%

White European	7	1.4%
White Other	0	0.0%
White Western European	0	0.0%
Information Not Yet Obtained	13	2.5%
Refused	0	0.0%
<Unknown>	252	49.1%

Age and Gender					
Total Number of registrations					
Male	Female	Male 0-5	Female 0-5	Male 16-99	Female 16-99
140	160	52	55	88	105

Priority and Excluded Group (POE)		
POE Category	No. of POEs	% of total POEs
Child with Additional Need	5	2.8%
Eligible / Claiming Income Support and/ or Job Seekers Allowance	24	13.5%
Large Family (4+ children / 3 under 5 yrs)	0	0.0%
Lone Parent	21	11.8%
Low income (household income less that £20,000 pa)	115	64.6%
Member of the Armed Forces	0	0.0%
New arrival to UK (less than 12	1	0.6%

months)		
Parent/Carer with Additional Need	0	0.0%
Receiving Child Tax Credit at the Higher Rate	12	6.7%
Teenage Parent	0	0.0%
Traveller	0	0.0%