

# Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

**Version 3: January 2013**

Title of proposal (include forward plan reference if available)	Children's Centres Recommissioning
Directorate and Service Area	Children's Services
Name and title of Lead Officer completing this EIA	Peter Forth Senior Commissioning Manager
Contact Details	0121 569 2034
Names and titles of other officers involved in completing this EIA	N/A
Partners involved with the EIA where jointly completed	N/A
Date EIA completed	3 February 2021
Date EIA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EIA	Lesley Hagger Executive Director of Children's Services
Date EIA considered by Cabinet Member	

See [Equality Impact Assessment Guidance](#) for key prompts that must be addressed for all questions

- 1. The purpose of the proposal or decision required  
(Please provide as much information as possible)**

The purpose of the proposal is to recommission the Children's Centre Service for 3 years with an option to extend for a further year.

The service works with families across the borough on a range of issues including family support, early years, welfare rights, health promotion, parenting and steps to training and employment for parents

There will be very limited change to the existing service contract.

## 2. Evidence used/considered

The proposal is based on the continuation of the current contract specification.

That contract already involves current monitoring returns and quarterly performance review meetings with service providers which give evidence about services provided and the families that utilise services through the existing contracts.

## 3. Consultation

Parents have been consulted about the experience of bringing up their children in Sandwell as part of the Early Years Transformation Academy work. This exercise has raised issues for all services in the borough. Specific issues have been identified for the Children's Centre Service and are included in the Cabinet Report. The matters will be included in the contract specification.

## 4. Assess likely impact

If the proposal is agreed by Cabinet there would be no major change to existing service delivery. There may be a change of agencies leading on service delivery but the contract specification would be consistent and give assurance of continuity.

The service is already boroughwide with a town-based approach to delivery. The service seeks to reach all families especially in the crucial early years.

**Please complete the table below at 4a to identify the likely impact on specific protected characteristics**

#### 4a. Use the table to show:

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

Protected Characteristic	Positive Impact ✓	Negative Impact ✓	No Impact ✓	Reason and evidence (Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)
<b>Age</b>	✓			<p>The Service would continue to work with children and young people 0-19 years and their families.</p> <p>An analysis of Family Support cases in Q2 of 2020-21 shows that the 37.2% of cases were children under 5 years of age; 39.5% of cases were children 5-10 years of age; 21.3% were children 11-16 years of age and 2% were young people over 16 years of age.</p> <p>This data is consistent with the overarching role for Centres in providing Early Help support. The support for older children and young people is led by the COG service in the Children's Trust.</p> <p>No action is required to be taken.</p>
<b>Disability</b>	✓			<p>The Service provider would continue to work with families with children with disabilities and families where the parent has a disability.</p>

<b>Gender reassignment</b>			✓	The services are borough -wide and are accessible to all children and families.																		
<b>Marriage and civil partnership</b>			✓	The services are borough -wide and are accessible to all children and families.																		
<b>Pregnancy and maternity</b>			✓	The Service includes aspects of maternity in terms of antenatal education groups, maternity clinics and joint working with midwives.																		
<b>Race</b>			✓	<p>The services are borough-wide and are accessible to all children and families</p> <p>Data for children utilising children’s centre services in 20-21 to date compared to Joint Strategic Needs Assessment Data (JSNA) 2020 for children 0-5 years is noted below in relation to the BAME community. JSNA figures are given first with children’s centre figures in brackets</p> <table> <tr> <td>Oldbury</td> <td>44.5%</td> <td>(42.9%)</td> </tr> <tr> <td>Rowley</td> <td>21.8%</td> <td>(26.9%)</td> </tr> <tr> <td>Smethwick</td> <td>69.5%</td> <td>(76.9%)</td> </tr> <tr> <td>Tipton</td> <td>29.1%</td> <td>(31.8%)</td> </tr> <tr> <td>Wednesbury</td> <td>28.9%</td> <td>(21.8%)</td> </tr> <tr> <td>West Brom</td> <td>50.2%</td> <td>(52.9%)</td> </tr> </table> <p>The data is reasonably consistent with the data per town. Further investigation will be undertaken in relation to Wednesbury which falls 7% behind the expected rate.</p>	Oldbury	44.5%	(42.9%)	Rowley	21.8%	(26.9%)	Smethwick	69.5%	(76.9%)	Tipton	29.1%	(31.8%)	Wednesbury	28.9%	(21.8%)	West Brom	50.2%	(52.9%)
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[IL1: PROTECT]

<b>Religion or belief</b>			✓	The services are borough-wide and are accessible to all children and families
<b>Sex</b>			✓	<p>The services are borough-wide and are accessible to all children and families</p> <p>Analysis of the take-up of services across the 6 towns shows that there are a greater number of boys taking up services compared to girls. The percentage of boys ranges from 50.5% (Rowley) to 57.7% (Wednesbury). Unfortunately the 0-5 years JSNA 2020 does not provide a baseline figure for the borough in respect of gender.</p> <p>This is not highlighting a major issue but the children's centre in each town will be tasked to undertake further work to establish any patterns in the take-up of services between boys and girls.</p>
<b>Sexual orientation</b>			✓	The services are borough-wide and are accessible to all children and families
<b>Other</b>				

Does this EIA require a full impact assessment? Yes  No

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

[IL1: PROTECT]

**5. What actions can be taken to mitigate any adverse impacts?**

**6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?**

**7. Monitoring arrangements**

Current monitoring arrangements will be continued with some additional monitoring on a town basis where minor inconsistencies have been identified.

**8. Action planning**

You may wish to use the action plan template below





**9. Publish the EIA**

## Where can I get additional information, advice and guidance?

In the first instance, please consult the accompanying guide “Equality Impact Assessment Guidance”

### **Practical advice, guidance and support**

Help and advice on undertaking an EIA, using the electronic EIA toolkit or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Improvement and Efficiency. The officers within in Improvement and Efficiency will also provide overview quality assurance checks on completed EIA documents.

#### **Please contact:**

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