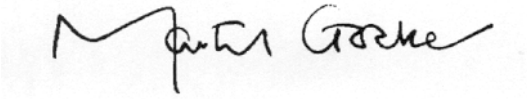


# Equality Impact Assessment Record

Date of EIA                      March 30, 2009  
 Directorate                      Social Care and Learning

Initial Screening Record		
Activity to be assessed	<b>Children's Centres</b>	
What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review                      X Service <input type="checkbox"/> Organisational change	
Is it a new or existing activity?	<input type="checkbox"/> New X Existing	
Aim / objective / purpose of the activity – who is the activity designed to benefit/target?	To provide a range of services and activities to children aged 0-5, their families and the community. Main focus is on access to activities and services in local venues working with a range of statutory, voluntary and private partners to meet the needs of the local community. It is a universal service with enhanced support for those people that need it.	
Who is responsible for the activity?	The person/section/team responsible for this policy/function is: Early Years, Childcare and Play Manager: Karen Frost and the Children's Centre team.	
Did Step 1: Initial Screening indicate that a full EIA was necessary?	X Yes – full EIA completed and recorded below. <input type="checkbox"/> No – full EIA not completed therefore record ends here.	
Full EIA Record		
Who are the members of the EIA team?	Karen Frost, Bridget Shepherd, Sandra Woodward, Cath Lowther, Louise Clark, Project Workers, Administrators and Family Outreach Workers	
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	Informal on-going parent and child consultation. Community representation on Advisory Boards Voluntary, private and statutory partners ongoing feedback Monitoring and evaluation of services includes equality data. Range of cultural and specialist groups – continual consultation and feedback Services reviewed according to feedback.	
With regard to the equalities themes, which groups might be <b>impacted</b> by the activity? Might any of these groups be impacted <b>adversely</b> ?	<b>Groups Impacted</b>	<b>Groups impacted adversely</b>
	X Race and ethnicity X Disability X Gender X Age X Sexual Orientation X Religion or belief X Economically disadvantaged	Race and ethnicity Disability Gender X Age Sexual Orientation Religion or belief Economically disadvantaged
What evidence is there to suggest an impact/adverse impact?	Existing or potential programmes are focused at particular ethnic or specialist groups as outlined in national KPIs e.g. lone parents, children in workless households, BME groups, young parents etc.	Individual needs identified and support provided where possible within current resources.  Children's Centres are focused on meeting the needs

	<p>Services delivered by the LA and commissioned partners are monitored to ensure engagement with the targeted groups.</p> <p>Statistics at CC level are included in the SEF for each centre e.g. Ethnicity for each CC user is held on a central database and is monitored at centre level against the LA ethnicity data in schools to ensure a representative cohort is attending the centres.</p> <p>Case studies held centrally to demonstrate qualitative impact as well as quantitative.</p>	<p>of children aged 0-5 and their families. Parents and carers of older children are signposted to the appropriate agency for additional support.</p>
On what grounds can impact or adverse impact be justified?	<p>Targeted provision to address identified inequalities. Limited resources might restrict available services.</p>	
Is there any current action that addresses issues for any of the groups impacted/adversely impacted?	<ul style="list-style-type: none"> <li>- Support to local cultural groups</li> <li>- Economic disadvantage addressed through a range of services</li> <li>- Young parent groups</li> <li>- Dads' groups</li> <li>- Parenting support through outreach officers and evidence based parenting programmes</li> <li>- Specialist work focusing on children and families with SEN and disabilities</li> <li>- National KPIs focus on disadvantaged groups and services are developed accordingly e.g. children in workless households, BME groups, children with disabilities, lone parents, young parents etc.</li> </ul>	
What changes will you make to the activity to reduce or remove any differential/adverse impact?	<ul style="list-style-type: none"> <li>- Improve access to activities for targeted groups</li> <li>- On promotional materials: translation, language, use of language, large font.</li> <li>- Activities focused at economic disadvantaged working with partner agencies e.g. New Year New Start event</li> <li>- By identifying relative poverty indicators in BFC and developing accessible services to meet need.</li> </ul>	
Into which action plan/s will these actions be incorporated?	<p>Local Strategic Plan Children and Young Peoples Plan Early Years, Childcare and Play Action Plan Revised Community Activities and Services Strategy (under development) Children's Centre Action Plan Children's Centre Self Evaluation Forms</p>	
Who is responsible for the action plan?	<p>EY, Childcare and Play Manager, Children's Centre Operations Manager and CC Managers</p>	
Have any examples of good practice been identified as part of the EIA?	<p>Multi-agency working to support the needs of local parents and children Activities available to support a wide range of people and local community needs.</p>	
Has the EIA been published on the Council website?	<p>Yes</p>	

Who is the relevant Chief Officer and have they signed off the EIA?	Martin Gocke  Signature .
Which PMR will this EIA be reported in?	Quarter One 2009/10