

## Equality Impact Assessment (EIA) Children and Family Centres

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

### 1. Background

Directorate	Children & Families
Service area	Commissioning
Title of the activity being assessed i.e. the strategy, plan, policy or service	Recommissioning of children and family centres from 1 <sup>st</sup> April 2023 as a starting point in the development of the family hub model for children 0-19 (25 for SEND) across Gloucestershire. To cover Gloucester City, Forest of Dean, Stroud, Cheltenham, Cotswolds and Tewkesbury localities.
Brief outline of the proposal (s)	<p>This EIA assesses the impacts of proposed changes:-</p> <p>Recommissioning of children and family centres from 1<sup>st</sup> April 2023 as a starting point in the development of the family hub model for children 0-19 (25 for SEND) across Gloucestershire. To cover Gloucester City, Forest of Dean, Stroud, Cheltenham, Cotswolds and Tewkesbury localities. This will allow us to focus on developing an agreed multi-agency vision and principles for family hubs, starting with a focus on 0-11 with a view to incremental (age and stage) transition that is aligned with the wider transformation within children's services and partner agencies.</p> <p>Further, develop a service evaluation framework using local knowledge and experience that will demonstrate the services impact on children and families and staff in Gloucestershire.</p>
Who is affected by the proposals?	<p>Service users <input checked="" type="checkbox"/> Workforce <input checked="" type="checkbox"/></p> <p>Other, please specify: <input type="text" value="Commissioning Partners"/></p>
Decision to be taken and decision maker	Cabinet
Person(s) responsible for completing this assessment	Wendy Gray, Head of Service - Children & Families Commissioning Hub

## 2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	<p>A full pre-engagement and consultation process was undertaken before awarding the contracts in 2018. This was undertaken with children, their families, stakeholders and partners. This was a full public consultation. Consultation with service users, in different forms has been completed as part of the current contracts.</p> <p>A range of pre-engagement activity was undertaken during the period March – December 2021. This included virtual information sessions, face to face stakeholder events, engagement and storyboard work with families and related professional stakeholders.</p> <p>This has clearly evidenced developing and sustained good practice, with improved outcomes for our vulnerable children and their families. Feedback informs us that services are accessible to children and their families and they feel engaged into a programme of support making them feel listened to and valued.</p> <p>Within Gloucestershire, as throughout the country, the current COVID pandemic has shown the real importance of communities and how people have worked together to support each other. This has been phenomenal, so with consultation, we want to capture this new wave of localism to drive our Children Family Centre provision.</p>
Workforce	<p>A range of pre-engagement activity was undertaken during the period March – December 2021. This included virtual information sessions, face to face stakeholder events and engagement with the wider workforce.</p> <p>It is too early to predict how eventual changes will impact staff within the internally commissioned service, but as this becomes clearer full consultation will take place with both trade unions and with individual workers.</p>
Partners	<p>A range of pre-engagement activity was undertaken during the period March – December 2021. This included virtual information sessions and face to face stakeholder events with our key stakeholders including:</p> <ul style="list-style-type: none"> <li>Public Health</li> <li>Clinical Commissioning Group and NHS Health Trusts</li> <li>Voluntary Sector Partners</li> <li>Private Sector Partners</li> <li>Staff working in Family Centres</li> </ul> <p>Partners demonstrated a high level of support for the proposed transition from Children and Family Centres to Family Hubs.</p>

Other	
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### 3. Equality Assessment

**Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.**

Protected Characteristic	Service Users	Workforce
Age	<p>This service model will be integrated to deliver a continuum of support for children and families pre birth to 19 years. It will provide universal and targeted services operating from Family Hubs.</p> <p>No disproportionate impact identified.</p>	No change.
Disability	<p>The focus on delivering universal and targeted services will continue to include provision for families who have a child with special educational needs and/ or disabilities. Buildings will remain accessible to those with disabilities.</p> <p>An expanded digital offer over time has the potential to improve access to information for those with disabilities. This will be monitored and measured through evaluation of the digital offer.</p> <p>We will be working to co-produce the new model of family support as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>No disproportionate impact identified.</p>	No change.

Sex	<p>The majority of parents using Children’s Centre services are female, particularly those with young children. We will ensure that younger fathers will be included in further engagement and in service development which encourages their participation, building on our pre-engagement work already undertaken with ‘Dads Matter’.</p> <p>The service will continue to provide an integrated universal programme for children and their families for prospective parents and for children pre-birth to 19 years. This will include young parents who are lone parents, teenage mothers and pregnant teenagers who are in need of universal support.</p> <p>We will be working to co-produce the new model of family support as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>No disproportionate impact identified.</p>	No change.
Race	<p>The service actively reaches out to children from underrepresented communities, which is reflected in the higher proportion of families from diverse backgrounds accessing children centres compared with the Gloucestershire population.</p> <p>The new service will continue to collect and analyse data relating to race and ethnicity to ensure that services are accessed and effective for all families.</p> <p>We will be working to co-produce the new model of family support as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>No disproportionate impact identified.</p>	No change.
Gender reassignment	<p>This information is not currently collected. We are working with the Information Management Service and providers on how we can collect this data in the future to address consent/Privacy Notice issues.</p> <p>By working more closely with midwives, all parents will be identified antenatally, and will be supported to engage.</p> <p>As part of the co-production with young people and parents, we will identify and</p>	No change.

	understand barriers and effective approaches to ensure we engage children and parents from the trans gender community.	
Marriage & civil partnership	<p>This information is not currently collected but we are working to understand how to overcome system barriers which will support the new providers to collect this.</p> <p>We will be working to co-produce the new model of family support as an overarching principle, which will enable us to continually understand and address barriers.</p>	No change.
Pregnancy & maternity	<p>The service will continue to work inclusively with pre-birth parents, teenage mothers and fathers and pregnant young women, including those in care. Working more closely with midwives will support engagement from all parents/parents to be.</p> <p>We will be working to co-produce the new model of family support as an overarching principle, which will enable us to continually understand and address barriers.</p> <p>No disproportionate impact identified</p>	No change.
Religion and/or belief	<p>This information is not currently collected but we are working to understand how to overcome system barriers which will support the new providers to collect this.</p> <p>We will be working to co-produce the new model of family support as an overarching principle, which will enable us to continually understand and address barriers.</p>	No change.
Sexual orientation	<p>This information is not currently collected but we are working to understand how to overcome system barriers which will support the new providers to collect this.</p> <p>We will be working to co-produce the new model of family support as an overarching principle, which will enable us to continually understand and address barriers.</p>	No change.

#### 4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
<i>No disproportionate impact has been identified.</i>	

## 5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

Potential impact (positive or negative)	Action	By when	Owner
Positive	Strategic review of Early Help Support Services, engagement and development of specification and open tendering for new service model.	2021/22	Wendy Williams
Positive	We are working with GCC Information Management Service leads to understand how to collect gaps in equality data. This will support the new providers to collect this data, which will allow for analysis of reach, effectiveness and outcomes.	2022	Wendy Williams
Positive	We will be working to co-produce the new model of family support as an overarching principle, which will enable us to continually understand and address barriers. We will work with local community organisations to ensure diverse representation of families within a co-production model.	2022 & ongoing	Wendy Williams

## 6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:

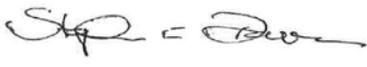
Progress to be reported to Children's Directorate SLT at regular intervals through Wendy Williams, Assistant Director.

## 7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete, you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity.

Signature of Senior Officer	
Name of Senior Officer	Wendy Williams
Date	10/02/2022

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Stephen Davies - Children's Safeguarding and Early Years
Date	10/02/2022

## 8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

## Appendix 1 – Service User Data

### Details of service users affected by the proposed activities

Children and family centres provide a universal and targeted family support service for prospective parents and for children pre-birth to 11 years and their families to be delivered from 16 Children and Family Centres across Gloucestershire. They cover Gloucester City, Forest of Dean, Stroud, Cotswold, Cheltenham and Tewkesbury localities.

The service facilitates the delivery of both universal and targeted services from the children and family centres appropriate to the area covered. These services for families are provided with partner organisations, the voluntary and community sector and volunteers.

The service does not collect data at present, against certain protected characteristics, for example, sexual orientation, gender reassignment status, marriage or civil partnership or pregnancy and maternity. However, if a child or family receiving a service identifies against one of these characteristics it would be captured through their assessment.

The caseloads for children centres for 2019/2020 were 2906, information extracted from EHM data base. This information was further analysed in order to provide a profile of the Centres usage.

### What does the data tell us?

- 85% children using the Family Centres are under the age of 11years
- 45 % of children using Family Centres are female.
- 12.4% of users accessing Family Centres are from Black and Ethnic Minority background compared to 4.6% Gloucestershire BEM population

Protected Characteristic	Service User Data and Information
Age	85% using Family Centres are under the age 11
Disability	The data did not capture disabilities of children under 11, but this can often be camouflaged or undiagnosed.

Sex	female c.45%; male c.55%
Race	87.5% white British; 12.5% other ethnicities
Gender reassignment	Data not collected.
Marriage & civil partnership	Data not collected.
Pregnancy & maternity	This service predominantly works with under-18 parents and parents-to-be.
Religion and/or belief	Data not collected accurately or consistently.
Sexual orientation	Data not collected.

## **Table 2**

Gloucestershire population ([source](#)):

Population	Male	Female
Population aged 0 to 11 inclusive	44,297	42,328

## **Appendix 2**

Information from equality-profile-2020

<https://www.gloucestershire.gov.uk/media/2097197/equality-profile-2020-final.pdf>

## **Ethnicity**

With regards to ethnic groups, the 2011 Census found that 91.6% of Gloucestershire residents were White British, 2.1% were Asian/Asian British, 1.5% were from a Mixed Ethnic group, 0.9% were Black/Black British, 0.6% were White Irish, 0.1% were of Gypsy or Irish Traveller origin, and 3.9% were in an 'other White' category. Overall, 4.6% of the population were from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. Around 36% of the people who were not White British were born in the UK.

There is a wide variation at district level in the proportion of the population who are not White British. At the time of the 2011 Census, Gloucester and Cheltenham had the highest proportions at 15.4% and 11.7% respectively, whilst the Forest of Dean had the lowest proportion at 3.3%. Some 22% of the Gloucestershire Asian/Asian British population lived in Barton and Tredworth ward in Gloucester, and 42% of people who were of Gypsy/Irish Traveller origin lived in Tewkesbury district. People

from other BME backgrounds and other White backgrounds were more geographically dispersed.

In relation to language, the 2011 Census found that 3.3% of the population in Gloucestershire who were aged 3 or over did not speak English as their main language. Amongst this group, Polish was the most common main language, followed by Gujarati and then a Chinese language. Some 82% of the people, whose main language was not English, could speak English well or very well. Older people were less likely than younger people to be proficient in English; 29% of people aged 50 and over who did not speak English as a main language were not proficient compared with 17% of people aged fewer than 50 who did not have English as a main language.

### Focus on Children, Young, People and Families

The composition of the children and young people population is slightly different to the population as a whole and is changing relatively rapidly. According to the 2011 census 7.6% of 0-19 year olds were from a Black or Minority Ethnic Group. This compares to 4.6 % in the wider Gloucestershire population and 21.1% in the wider UK population.

The children and young people segment of the population of Gloucestershire is becoming increasingly diverse. In 2011 around 10,300 0-19 year olds were from a Black or Minority Ethnic Group (7.6%). This has increased since 2001 when 6,300 people or 4.6% of 0-19 year olds were from a Black or Minority Ethnic Group. The number of 0-19 year olds classed as "white other" which includes migrants from Europe, has also increased from 1,725 people or 1.3% of 0-19 year olds in 2001 to 3,600 people or 2.6% of 0-19 year olds in 2011.

Although the 0-19 year old population fell between 2002 and 2012, the latest population projections suggest this trend will be reversed over the next ten years. Gloucestershire's 0-19 year old population is projected to increase by almost 10,000 people or 7.2% to about 146,700 in 2021.

### **Appendix 3 – GCC Workforce Data from Gloucestershire Workforce equality and diversity report (census date February 2020)**

<https://www.gloucestershire.gov.uk/media/2102618/gcc-workforce-equalities-report-feb-2020-v06-final.pdf>

Annual staff survey / employee engagement survey.

The staff survey generates ED&I data where respondents provide this information. The 2019 survey had a response rate of 63% so this provides an excellent source of information regarding how engaged our employees are. Circa 80% (1190) of survey respondents answered the Equalities questions:

<b>Title</b>	<b>Number</b>	<b>% of Respondents</b>
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Disability	160	7%
BAME	109	5%
LGBT +	150	6%
Carer	330	14%
Part-time	579	24%
Age range 16-25	165	7%
Age range 56+	418	17%
Gender: Male	533	22%
Gender: Female	1395	58%
Gender: Nonconforming	6	0%

## **Appendix 4 – Background EIA Timeline**

### **Gloucestershire Children Centres/Early Help Contract & Equalities**

Over time, as part of the early help offer, the council's children centres have been reshaped to focus more on vulnerable families, many of whom share protected characteristics under equalities legislation.

**2016:** A full Due Regard Statement (DRS) was undertaken with wide-ranging consultation before creating the new targeted children centres, delivering the troubled family programme.

**2017:** A new EIA accompanied the Cabinet Report seeking permission to tender for the reshaped Family centre service for a contract beginning in April 2018 (for a potential 3+2 years). Barnardo's and GLOW won these contracts.

**2021:** This EIA completed to support directly awarding a 12 months contract from 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023 to present providers, allows Gloucestershire County Council to explore different models of service with a formal consultation with users and public, leading to a more formal procurement process to meet PCR requirements

No disproportionate impact identified

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