

Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<p>Name or Brief Description of Proposal</p>	<p>Sufficiency of early years places within the Millbrook, Redbridge and Maybush (MRM) Children’s Centre locality.</p> <p>As there is now sufficient and sustainable quality early years places in the area provided by the private, voluntary and independent sector; and it is not a mandated requirement of the children centre to directly deliver a pre-school, it is recommended that the pre-school is closed to enable new 0-19 Family Hub operating capacity at Pickles Coppice, the key delivery premise in Millbrook.</p>
<p>Brief Service Profile (including number of customers)</p>	<p>This half day pre-school is run by the Council as an element of the MRM designated Children’s Centre activity.</p> <p>The pre-school currently has 20 children who attend; 18 attend the full five morning sessions and 2 attend four morning sessions.</p> <p>12 children will start Yr R in schools in September 2017.</p> <p>There are 5 children aged 3 years.</p> <p>There are 3 children aged 2 years old (2 attending for only four sessions a week): of these two year olds 2 children will be three years old in August or before.</p> <p>It is anticipated that there will be 7 children aged 3 years and 1 child aged 2 years (8 in total) needing places in September.</p>

<p>Summary of Impact and Issues</p>	<p>This pre-school is situated within one of the City's most deprived areas and is attended by local children whose need for high quality early years education is paramount to improving outcomes.</p> <p>The pre-school was originally started 3 years ago to meet the need for additional 2 year old places as then required by the government's new free 2 year old early years entitlement policy.</p> <p>The families already engaged with Sure Start MRM knew and trusted staff and felt comfortable to put their children in the pre-school whilst other providers increased their capacity.</p> <p>Children's Centres service activity does not mandate the direct delivery of early years places as the Council's Early Years sufficiency duty is met and provided for in the main by the private, voluntary and independent early years sector. Of the city's 14 Children's Centres only one other is running a pre-school in an area of identified shortfall (Central – Clovelly).</p> <p>SCC early years policy is that the Council is the provider of 'last resort' so as to develop a healthy market of sustainable private, voluntary and independent (PVI) providers of high quality early years places.</p> <p>As part of developing the Early Help Children's Centres services into 0-19 Family Hubs with closer integration with Public Health current premises used in the area are being rationalised with Pickles Coppice (Millbrook) and the Ashby Centre (North Shirley) to be the future two key operating venues for the West locality. 'Satellite' premises used such as the 'Footsteps' community building at Mason Moor Primary school are being supported to find alternative users, such as by new pre-school providers. These developments require the existing children centre activity, such as parent training and crèche provision that are currently delivered from these premises to be moved to our main bases.</p> <p>Posts are not at risk and impacted pre-school staff can be re-deployed within Children's Centres and across the Council's other pre-schools within phase 3 proposed establishment and bottom line financial implications have been accounted for.</p>
<p>Potential Positive Impacts</p>	<p>The Early Years team have confirmed that there are sufficient places in the locality and as part of their detailed assessment of available sustainable childcare have provided the local Children Centre team with a list of early years providers with current vacancies which the team will use to support parent's access to. A new pre-school to be run by YMCA has been commissioned by Early Years in the nearby 'FootSteps' premises of Mason Moor</p>

	<p>Primary School which is to commence from September 2017, subject to Ofsted. This new setting will further enhance parent's choices to access good quality local early years provision. The specification requires partnership working with the Children Centre and school to deliver local community activities and services. It will support the Children's Centres role in the delivery and co-ordination of the early identification of child and family need and swift access to joined-up services to help and to get a good start in life. The YMCA has a proven track record of delivering high quality services judged good or outstanding. Long term sustainability has been evidenced. It is a contractual condition of the award for the YMCA to fully participate in delivery of places for 2 year olds, and the new 30 hour agenda. It is registered for a maximum of 60 places and is open beyond just term time.</p>
Responsible Service Manager	Jason Murphy
Date	24.07.17

Approved by Senior Manager	Jo Cassey
Signature	
Date	24.07.17

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	It is anticipated that there will be 7 children aged 3 years and 1 child aged 2 years (8 in total) needing places from next term.	There are sufficient local vacancies and families would be supported and signposted to alternative quality and sustainable local provision by Children Centre staff, including the new 60 place YMCA pre-school at the FootSteps venue of Mason Moor Primary School starting next term.
Disability	No Impact	

Gender Reassignment	No Impact	
Marriage and Civil Partnership	No Impact	
Pregnancy and Maternity	No Impact	
Race	No Impact	
Religion or Belief	No Impact	
Sex	No Impact	
Sexual Orientation	No Impact	
Community Safety	No Impact	
Poverty	No Impact	
Other Significant Impacts	Existing pre-school users would be required to find alternative childcare provision; but would still be able to access the full core offer of MRM Children's Centre services.	Families will have greater choice and access to high quality sustainable local early years provision run by the PVI sector.