

# Equality & Poverty Impact Assessment 00102 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Children's Services Planning & Resources	<b>Lead Officer Name:</b>	Kirsty Wilsdon
		<b>Team:</b>	Property
		<b>Tel:</b>	01324 506605
		<b>Email:</b>	kirsty.wilsdon@falkirk.gov.uk
<b>Proposal:</b>	ELC - Staffing realignments & review of asset	<b>Reference No:</b>	CS14

<b>What is the Proposal?</b>	<b>Budget &amp; Other Financial Decision</b>	<b>Policy (New or Change)</b>	<b>HR Policy &amp; Practice</b>	<b>Change to Service Delivery / Service Design</b>
	Yes	No	No	Yes
<b>Who does the Proposal affect?</b>	<b>Service Users</b>	<b>Members of the Public</b>	<b>Employees</b>	<b>Job Applicants</b>
	Yes	No	Yes	No
<b>Other, please specify:</b>				

### Identify the main aims and projected outcome of this proposal (please add date of each update):

08/10/2018	<p>Early Years estate to move to a model of best value to assist with the delivery of the Early Learning and Childcare Expansion. Savings will be delivered through reviewing existing day nursery sites and where possible rationalising / amalgamating the existing asset base or relocating nurseries to more suitable properties identified through the council's Strategic Service Review.</p> <p>Three local areas were reviewed (Bo'ness, Stenhousemuir and Falkirk) the result was to recommend the amalgamation of facilities which has resulted with 2 buildings being identified for closure.</p> <p>Staff will be redeployed to other Early Years Facilities to accommodate the 1140 policy.</p>

## SECTION TWO: FINANCIAL INFORMATION

For budget changes ONLY please include information below:			Benchmark, e.g. Scottish Average
Current spend on this service (£'0000s)	Total:		Grant funding being received from Scottish Government to assist with the Early Years Expansion programme.
Reduction to this service budget (£'0000s)	Per Annum:	125	
Increase to this service budget (£'000s)	Per Annum:		
If this is a change to a charge or concession please complete.	Current Annual Income Total:		
	Expected Annual Income Total:		
If this is a budget decision, when will the saving be achieved?	Start Date:	01/04/2019	
	End Date (if any):	31/03/2020	

**SECTION THREE: EVIDENCE**

Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)

**A - Quantitative Evidence**

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

Three Local Areas were reviewed with a view to amalgamate facilities:

- Stenhousemuir (3 properties were considered)
- Bo'ness (1 property was considered)
- Falkirk (4 properties were considered)

**Total pupils = 248**

2 x Facilities have been identified for closure. The number of pupils affected / attending the facilities which will be closing is **144** (they would transfer to another facility where increased provision will be provided).

There are small areas within the towns which were reviewed which fall into the 20% most deprived areas in Scotland. Profiles on these areas can be found here: <http://www.falkirk.gov.uk/services/council-democracy/statistics-census/inequalities.aspx>

Areas within Stenhousemuir, Bo'ness and Falkirk are identified as falling within these areas.

**B - Qualitative Evidence**

This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

**Social - case studies; personal / group feedback / other**

Public meetings have been held in each Ward and the majority of attendees have welcomed the range of planned additional provision that offers increased choices and flexibility to parents within the overall Ward plans.

**Best Judgement:**

**Has best judgement been used in place of data/research/evidence?**

No

**Who provided the best judgement and what was this based on?**

<b>What gaps in data / information were identified?</b>	User profiles.
<b>Is further research necessary?</b>	Yes
<b>If NO, please state why.</b>	

**SECTION FOUR: ENGAGEMENT**

Engagement with individuals or organisations affected by the policy or proposal must take place

<b>Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?</b>	Yes	
<b>If YES, please state who was engagement with.</b>	Consultation has been undertaken with parents/stakeholders affected to ensure that any agreed new provision meets community's local needs.	
<b>If NO engagement has been conducted, please state why.</b>		
<b>How was the engagement carried out?</b>	<b>What were the results from the engagement? Please list...</b>	
<b>Focus Group</b>	No	
<b>Survey</b>	No	
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	Yes	Public meetings - positive feedback received as the plans for facilities are for improved facilities / establishments.
<b>Other: please specify</b>		
<b>Has the proposal / policy/ project been reviewed / changed as a result of the engagement?</b>	Yes	
<b>Have the results of the engagement been fed back to the consultees?</b>	No	
<b>Is further engagement recommended?</b>	Yes	

## SECTION FIVE: ASSESSING THE IMPACT

**Equality Protected Characteristics:** What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, public protection etc.

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide evidence of the impact on this protected characteristic.
Age				
Disability				
Sex				
Ethnicity				
Religion / Belief / non-Belief				
Sexual Orientation				
Transgender				
Pregnancy / Maternity				
Marriage / Civil Partnership				
Poverty			✓	The areas which were reviewed all fall into the 20% most deprived areas in Scotland. Amalgamation of facilities may result in a increased distance to travel for some parents which will incur additional costs but work has been carried out to ensure the distance will be minimal to lessen any impact on travel costs.
Other, health, community justice, public protection etc.				
Risk (Identify other risks associated with this change)	No risks identified.			

**Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:**

	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	
<b>Advance Equality of Opportunity:</b>	
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	

**SECTION SIX: PARTNERS / OTHER STAKEHOLDERS**

<b>Which sectors are likely to have an interest in or be affected by the proposal / policy / project?</b>		<b>Describe the interest / affect.</b>
<b>Business</b>	No	
<b>Councils</b>	No	
<b>Education Sector</b>	Yes	Amalgamation of some existing facilities to support the ELC 1140 Expansion. This is a priority project for the service and offers opportunities to deliver the best value for the council.
<b>Fire</b>	No	
<b>NHS</b>	Yes	Partner organisation which will benefit from improved facilities.
<b>Integration Joint Board</b>	No	
<b>Police</b>	No	
<b>Third Sector</b>	No	
<b>Other(s): please list and describe the nature of the relationship / impact.</b>		



## SECTION SEVEN: ACTION PLANNING

**Mitigating Actions:** If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Amalgamation of facilities may result in a increased distance to travel for some parents / carers. (144 pupils)	Parents / Carers	Work with Forward Planning Team to undertake a GIS assessment to ensure that the travel distance for the catchment is not prohibitive as an increased cost of transport might be prohibitive to the participation in the relocated service.	Gary Greenhorn		
Increased travel distances	Parents / Carers	Raise awareness of alternative options - bus travel, walking, cycling etc	Gary Greenhorn		

### No Mitigating Actions

Please explain why you do not need to take any action to mitigate or support the impact of your proposals.

**Are actions being reported to Members?**

Yes

**If yes when and how ?**

Updates on the ELC 1140 Project are provided regularly to the Education Executive.

**SECTION EIGHT: ASSESSMENT OUTCOME**

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

No major change required	Yes	No existing services will be lost and the service aims to deliver improved outcomes in better facilities.
The proposal has to be adjusted to reduce impact on protected characteristic groups	No	
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups	No	
Stop the proposal as it is potentially in breach of equality legislation	No	

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

Signature:	<i>Kirsty Wilsdon</i>	Date:	16/01/2019
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**SECTION TEN: EPIA TASK GROUP ONLY**

<b>OVERALL ASSESSMENT OF EPIA:</b> Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties?	No
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<b>ASSESSMENT FINDINGS</b>  If YES, use this box to highlight evidence in support of the assessment of the EPIA  If NO, use this box to highlight actions needed to improve the EPIA	only data on poverty provided
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<b>Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?</b>	Yes / No	If YES, please describe:
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**LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA**

LEVEL		COMMENTS
HIGH	Yes / No	
MEDIUM	Yes / No	
LOW	Yes	

**SECTION ELEVEN: CHIEF OFFICER SIGN OFF**

<b>Director / Head of Service:</b>			
<b>Signature:</b>	<i>Robert Naylor</i>	<b>Date:</b>	06/02/2019