

# Equality, Diversity, Cohesion and Integration Impact Assessment



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate: Children and Families</b>	<b>Service area: Learning for Life</b>
<b>Lead person: Amanda Ashe</b>	<b>Contact number: 3784500</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment: 14<sup>th</sup> January 2021</b>	

<b>1. Title: Relocation of nursery provision @ Little Owls Firthfields and expansion to family services at Garforth Childrens centre</b>
Is this a:
<input type="checkbox"/> <b>Strategy /Policy</b> <input checked="" type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

## 2. Members of the assessment team:

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team e.g. service user, manager of service, specialist</b>
Julia Manning	Early Start	Specialist
Janine Wallace	Early Learning Manager	Manager of service
Keely Woodward Chapman	Early Start	Early Start Manager

<b>3. Summary of strategy, policy, service or function that was assessed:</b>
<p>The expansion of family services space at Firthfields children centre, and a changed child care and early learning offer of full day care at Osmondthorpe childrens centre with private provision available for the remaining children.</p>

<b>4. Scope of the equality, diversity, cohesion and integration impact assessment</b> (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)
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<b>4a. Strategy, policy or plan</b> (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input checked="" type="checkbox"/>

**Please provide detail:**  
 Little Owls@ Firthfields nursery in Garforth has struggled to be financially sustainable for some time. Demand for places has reduced year on year as private and school provision has expanded rapidly in the area. Two settings Garforth Day Nursery and Daisy Chain expanded 6 years ago and this has impacted severely on demand for places. Another setting has recently opened within 1 mile of Firthfields .The Little Owls @Firthfields operates ten hour days Monday to Friday and has recently only achieved 30% capacity, which has resulted in a consistent deficit at this nursery.

Year	Deficit	Occupancy
2017	57,274	33%
2018	90,790	34%
2019	113,390	30%

Children Centre Family services cannot currently use the Firthfields centre for delivery of groups and courses because of the limited space available. They hire space in Garforth academy which costs upwards of £20,000 a year and is difficult to access for families particularly in the current Covid situation. An expansion of family services in this area would allow co- location of other 0-19 services and support families in need. The over provision of day care in the area would mean that the places at Firthfields would not impact on sufficiency of day care.

<b>4b. Service, function, event</b> please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input checked="" type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
<p><b>Please provide detail:</b>  The proposal is to close to childcare and to expand family services into the Firthfields Nursery building utilising office space and former childcare rooms to deliver training, creche and stay and play. Childcare places will be relocated to Osmondthorpe or other private providers and support will be given to locate suitable provision for families. Where other centres are closer to the family's home address, places will be offered there for the convenience of the families. With expansion of local nursery provision demand is falling and children can be accommodated close by rather than occupying an almost empty building which could be put to more efficient use.</p>	

<p><b>5. Fact finding – what do we already know</b>  Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>Garforth is a commuter town for Leeds which was once a mining village. This is a blue collar area with a high proportion of families from low social-economic backgrounds. The majority of both parents are working parents which means demand for full day care is high, hence the proliferation of private provision in the area. More than 96% of the population is English/Welsh/Scottish/Northern Irish/British.</p> <p>There are 682 0-5 children in Garforth. There are 186 3-4's in Garforth and take up of 3-4 year old provision is 99%. School nurseries make up 47%, private provision – 39% leaving Firthfields at 13% which equated to 22 places. All but one of these children have now moved on to school or taken up childcare elsewhere.</p>
<p><b>Are there any gaps in equality and diversity information</b>  <b>Please provide detail:</b></p> <p>There are no current statistics available for the LGBT population in the area</p>

**Action required:**

None. We currently do not collect these statistics but these would not necessarily impact on this decision since this equality community will be accounted for in the other communities

**6. Wider involvement – have you involved groups of people who are most likely to be affected or interested**

Yes       No

**Please provide detail:**

We have spoken to parents from the area about the potential changes and supported them to secure child care elsewhere.  
 A briefing has been held with ward members and the proposal was accepted and approved by Exec Board in November 2020.  
 Consultation meetings have been held with the staff team.

**Action required:**

None

**7. Who may be affected by this activity?**  
 please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

**Equality characteristics**

<input type="checkbox"/> Age	<input type="checkbox"/> Carers	<input checked="" type="checkbox"/> Disability
<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Race	<input type="checkbox"/> Religion or Belief
<input type="checkbox"/> Sex (male or female)	<input type="checkbox"/> Sexual orientation	
<input checked="" type="checkbox"/> Other		

**(Other can include – marriage and civil partnership, pregnancy and maternity, and those**

areas that impact on or relate to equality: tackling poverty and improving health and well-being)

**Please specify:**

Low income parents

**Stakeholders**

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify schools

**Potential barriers.**

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

**Please specify**

**8. Positive and negative impact**

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

**8a. Positive impact:**

Participation in family services could be higher but a lack of venue and presence in the area of family services is impacting on the manager's ability to improve engagement. Using this site for community engagement and family services would support greater involvement with local families who are difficult to reach.

Children currently accessing 15 hours 2 and 3 year old free entitlement at this centre are not having the experience we would like because of very low numbers. This curtails interaction with their peers and does not support preparation for learning in larger groups which will happen once they get to school. By moving the nursery provision to a larger centre this issue will be resolved.

By changing the venue from day care and expanding family services, the service avoids undue costs and opens up the venue to attract new parents to the expanded family services. This would be more problematic if we were offering nursery provision on this site. The service would also save the £20,000 paid to garforth academy for family services space.

**Action required:**

Ensure family services build relationships with the childcare providers in the area

**8b. Negative impact:**

Since there is over provision within the area all children will be able to access a place within the area. Building relationships with private providers will ensure that any vulnerable children are identified and the providers can be offered support. However for the last 5 years there have been no children accessing Firthfields with safeguarding concerns suggesting that all such children are already at other provision in the area.

**Action required:**

All parents will be supported to find places close to their address. The childrens centre Early Learning manager must ensure that all parents are physically able to access a place.

**9. Will this activity promote strong and positive relationships between the groups/communities identified?**

Yes       No

**Please provide detail:**  
Family services at Garforth are limited because of a lack of venue. Using the building as a venue for family services will support greater interaction with the Garforth families

**Action required:**

Ensure all Garforth families are aware of the services available

**10. Does this activity bring groups/communities into increased contact with each other?** (e.g. in schools, neighbourhood, workplace)

Yes

No

**Please provide detail:**

Families with children under 5 will have increased opportunities to interact with each other in the immediate Garforth area

**Action required:**

Ensure families are aware of the improved offer

**11. Could this activity be perceived as benefiting one group at the expense of another?** (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

**Please provide detail:**

The families targeted for nursery places and family services are the same families so will be equally affected.

**Action required:**

None

**12. Equality, diversity, cohesion and integration action plan**

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

<b>Action</b>	<b>Timescale</b>	<b>Measure</b>	<b>Lead person</b>
Ensure family services build a relationship with the new childcare providers	January 2021 –January 2022	Family services are able to leave information and / or meet parents at the new providers to provide support	Joanne Harrison
The childrens centre Early Learning manager must ensure that all parents are physically able to access a place	Before Official closure of Little Owls Firthfields	All families formerly engaged at Little Owls Firthfields nursery have a place at a nursery	Janine Wallace
Ensure all Garforth families are aware of the services available and the improved offer	Within 12 months of the expansion of the family services at Firthfields	Improved participation in family services from the Garforth area. Family registrations and engagement meet the 'good' criteria for Ofsted.	Joanne Harrison



**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Amanda Ashe	Children's Centre & Early Start Lead	14/01/2021
<b>Date impact assessment completed</b>		

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board
- Other (please specify)

**15. Publishing**

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk) for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to <b>Governance Services</b>	Date sent: 05/11/2020
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: