




# Appendix E – Connecting Communities (Phase two) Programme: Initial Indications of Equality Impacts

4The table sets out the potential equality impact of the Connecting Communities (Phase two).  shows a positive impact;  shows a negative impact; and  shows positive & negative impacts.

Connecting Communities Proposals	Protected Characteristics*							Local Priority Groups				
	Age: Children and Young People	Age: Older People	Disability	Gender	Pregnancy/Maternity	Race	Religion/Belief	Sexual Orientation	Looked After Children	Carers	Deprivation	Marmot (health inequalities)
1) Children Centres (Family Hubs) (proposal 1)												
2) Nursery provision (proposal 1)												
3) Youth Service												
4) Core Libraries (Proposal 2)												
5) Partnership Libraries (Proposal 2)												
6) Community Led Libraries (Proposal 2)												

**\*\*For Gender Reassignment and Marriage and Civil Partnership – potential impact on these groups is currently unknown therefore impact of proposals cannot be determined**

## Summary of Connecting Communities (Phase two) Programme Impact

### Children's Services (Children Centre's, Nursery Provision and Youth Services)

A positive impact of these proposals is that potentially more nursery provision will be available if the Private, Voluntary and Independent sector (PVI) or Schools to deliver nursery provision in current Children's Centres, not currently identified as potential Community Hub locations.

Withdrawing from 6 youth centres, 7 community venues and a school will reduce footfall by 87%, whilst at the same time increasing the capacity for staff to take referrals for targeted interventions via the Community Hub Model. The additional level of targeted support cannot be quantified at this time but is likely to exceed the current level of 1-2-1 cases currently held by staff.

The formal consultation process will also inform our proposals and may provide additional information regarding any potential equality impacts. Any negative impacts resulting from the potential changes to the Children's Services impacted by these proposals (including the Family Hub model) would need to be considered fully when the exact service model for each of these services is known.

### Library and Information Service

The proposals for the Library Service will provide increased opportunities for volunteering. This could benefit people who are looking to engage more within their community, and could be an opportunity for people currently out of work and seeking ways to improve their employability skills.

It is anticipated that, in a partnership library model, library users of all ages would benefit from having access to library services (books, information and advice, digital) and services delivered by other community organisations and services (eg. Adult Education, Food Bank, advice etc.) under one roof. This is a positive development for the service.

The table above gives a generic indication of potential equality impacts, based on current information, for partnership libraries proposal. It should be noted that the actual nature of the service change at each of the libraries proposed as 'partnership' libraries is as yet unknown and very much subject to continued work with partners over the coming months to develop firm proposals for each locality and any negative impacts are currently unclear. The formal consultation process will also inform our proposals and may provide additional information regarding any potential equality impacts. Any negative impacts resulting from a potential reduction in the library service would need to be considered fully when the exact service model for each of these libraries is known.

The proposals for Partnership and Community-led libraries may generate increased pressure on resources in the Core libraries if libraries close or move and their users decant to the Core libraries. This could, for example, impact on access to computers and to activities such as Rhymetime.

### Protected Characteristics

**Children, young people, disabled people**, and people from **different ethnic backgrounds (race)** are potentially negatively affected by all the Connecting Communities (Phase two) proposals. The proposals will potentially have a positive affect areas of the city with high levels of deprivation. All wards in the city are affected by these proposals. **Westwood Ward** is potentially most affected by the proposals if opportunities for increased nursery provision from Canley Children's Centre cannot be found and Youth Services provision ends from the Excel Centre. Westwood Ward is 10<sup>th</sup> most deprived ward out of 18 wards in the city based on the 2015

Indices of Deprivation statistics. Although it is acknowledged there are pockets of higher deprivation within the ward.

It is envisaged that overall the proposals relating to **Children's Centres (Family Hubs)** and **Partnership Libraries** may have a positive impact on a number of protected groups, including deprivation. The Family Hub model would increase integration of services and would focus resources on areas and families in highest need in context of national direction and will form a core part of the Early Help offer, ensuring that families most in need are able to easily access support they need, when they need it.

#### Staff

<b><u>Service Area</u></b>	<b><u>Potential staffing reduction</u></b>
<b>Children's Centres</b>	Reduction by 23 FTE
<b>Nurseries</b>	Reduction by 33.6 FTE
<b>Youth Service</b>	Reduction by 12.24 FTE
<b>Library and Information Service</b>	Reduction by c30 FTE
<b>Total</b>	<b>Reduction by 98.84 FTE</b>

Approximately 100 Council staff are potentially affected by the proposals. The majority of staff affected are **female, part time employees** employed in Grade 2, 3, 4 and 6 posts.

In these circumstances for those staff who wish to remain with the Council, subject to there being suitable available vacancies, the Council will do what it can to redeploy staff and support them in finding alternative work in line with the Council's Security of Employment Agreement.

#### Mitigation

Under the proposals 8 Children's Centres would become integrated Family Hubs. This would mean that enhanced services would be available in these locations. The locations have been chosen in areas of higher deprivation and ensures geographical coverage across the city. Youth centres and youth clubs are already targeted into many of the most deprived areas of Coventry, and though the Family Hub model will continue to provide targeted interventions into those communities.

During the engagement phase, a number of organisations and community groups have expressed an interest with working with the Council to explore options for future service delivery points, across all of the proposals. This includes, the Canley area which is an area of higher deprivation within Westwood Ward.

The Council will continue to provide a comprehensive and efficient Library Service for all persons, as library provision will still be available within Coventry.

Across all proposals the Council will continue to work with communities and partners to understand equality impacts of future models of service delivery and, where possible, ensure that actions are undertaken to mitigate any potential negative equality impacts.