

# Connecting Communities (Phase two) Programme: Post Consultation Indications of Equality Impacts

The 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.

	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 (proposal 1)												
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 - post consultation.

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

One positive impact of these proposals is that potentially more nursery provision will be available if the Private, Voluntary and Independent sector (PVI) or Schools deliver nursery provision in current Children's Centres not currently identified as potential Community Hub locations. During the consultation a number of schools and PVI providers expressed an interest in providing childcare in 8 locations. These discussions will continue and it is hoped that this will lead to increased nursery provision in these areas.

A further positive impact is that Foleshill (a deprived ward) and the immediate surrounding area has changed between August 2016 and January 2017, is now meeting demand for nursery education places for 2, 3 and 4 year olds. This is because new providers have opened up places in the area. Foleshill Children's Centre was originally proposed to house nursery provision and a family hub however, given this change it is now proposed to deliver just the family hub.

Reducing the universal youth service will increase 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. During consultation a number of partner agencies have expressed an interest in providing additional Youth Provision in the city.

Any negative impacts resulting from the potential changes to the Children's Services (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 with their community, and could be an opportunity for people currently out of work and seeking ways to improve their employability skills.

The table above gives an 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. This will be subject to continued work with partners over the coming months to develop firm proposals for each locality. 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.

Further to consultation feedback the original proposals for partnership libraries have been changed as follows:

- Aldermoor library to remain in its current location.
- Conversations continue regarding the relocation of Canley library.
- The proposals relating to Allesley Park, Hillfields and Jubilee Crescent remain unchanged.

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 organisations (e.g. Adult Education, Food Bank, advice etc.) under one roof. This is a positive development for the service.

Further to the consultation feedback the original proposals relating to community-led libraries have been changed as follows:

- Work will continue with community groups in Cheylesmore, Earlsdon and Finham to enable the transition to become community-led libraries.
- Work will continue with Caludon School to enable the transition to become community-led library.
- Coundon library will be retained and options will be developed as part of Connecting Communities Phase 3.

With the above in mind the potential equality impact of the community-led libraries has changed from a negative impact to both positive and negative impacts. The rationale for this is that whilst there will still be equality impacts they cannot yet be identified and would need to be considered fully when the exact delivery model for each of these

services is known.

#### 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 on the city with high levels of deprivation. All wards in the city are affected by these proposals.

The previously perceived negative impact within **Westwood Ward** from the reductions to nursery provision from Canley Children's Centre, and Youth Services provision ending from the Xcel Centre may have been lessened due to expressions of interest being received to potentially retain both nursery and youth service provision in the ward. Whilst 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, 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 the support they need, when they need it.

#### Staff

<u>Service Area</u>	<u>Potential staffing reduction</u>
<b>Children's Centres</b>	Reduction by 21.34 FTE
<b>Nurseries</b>	Reduction by 32.38 FTE
<b>Youth Service</b>	Reduction by 11.34 FTE
<b>Library and Information Service</b>	Reduction by 19.6 FTE
<b>Total</b>	<b>Reduction by 84.66 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 in many of the most deprived areas of Coventry, and through the Family Hub model we will continue to provide targeted interventions into those communities. Expressions of Interest in providing alternative universal youth services have exceeded expectations and the potential for ongoing and developing youth activity across the city is positive.

During the consultation phase, a number of organisations and community groups have formally expressed an interest with working with the Council to explore options for future service delivery, 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 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.

