

## FULL EQUALITY IMPACT ASSESSMENT EARLY YEARS INCLUSION SERVICE

### SUSTAINABLE COMMUNITY STRATEGY OUTCOMES:

| Outcomes                                       | Impact               | Score | Detail of impact/mitigation   |
|--|----------------------|-------|---|
| People in Darlington are healthy and supported | High negative impact | 5     | See notes below   |
| People in Darlington are educated and skilled  | High negative impact | 5     | <p>A High Negative impact is perceived by parents and staff. The Early Years Inclusion service provides support to disabled children aged 0-4 prior to statutory school attendance. Comments received from a significant number of parents at Talking Together Events which indicate a HIGH negative impact are:</p> <ul style="list-style-type: none"> <li>• How can 8 staff reduced to three provide the same level of service?</li> <li>• Disabled Children don't have a voice – savings are so small.</li> <li>• How can the £100k buy enough experienced staff?</li> <li>• Who will teach Hearing Impaired children if 2 staff made redundant in March 31st.</li> <li>• Its not fair if all parents hadn't been asked?</li> <li>• Child needs 1:1 if worker goes who will do this in future? Setting have high turnover so the methodology of up skilling staff will not work.</li> <li>• Noted support given to child at Borough Road Nursery.</li> <li>• Raising settings to deal with hearing impaired children takes at least a year to reach Level One – this means some children will be left without support in the interim.</li> </ul> |

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|--|----------------------|-------|--|
| People in Darlington are educated and skilled  | High negative impact |       | <ul style="list-style-type: none"> <li>• Current proposal doesn't refer to increasing levels of demand</li> <li>• Guted that child will go quickly backwards if 1:1 support removed.</li> <li>• Will there be a gap between 1:1 support being withdrawn and trained staff in settings coming on stream. Extremely worried about child's safety (life and limb)</li> <li>• Parents raised concerns about the consultation in July - Sent questionnaires to settings but not parents. Questionnaire validity questioned if it didn't go to every family.</li> <li>• No-one asked if they would work all year e.g. through a rota system/flexible holidays;</li> <li>• No-one asked if they would work all year e.g. through a rota system/flexible holidays.</li> <li>• How can 8 staff reduced to three provide the same level of service?</li> </ul> |
| People in Darlington are financially secure  | No impact            | 0     | No specific impact identified at this stage  |
| Individuals are not disadvantaged by their family circumstances at birth, or by where they reside. People live in cohesive and resilient communities | No impact            | 0     | No specific impact identified at this stage  |
| People in Darlington live in sustainable neighbourhoods  | No impact            | 0     | No specific impact identified at this stage  |
| Our communities are safe and free of crime   | No impact            | 0     | No specific impact identified at this stage  |

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|--|-----------|-----------|-----------------------------|
| Darlington is an ambitious, entrepreneurial place in which businesses thrive and create wealth | No impact | 0         |                             |
|  |           | <b>10</b> |                             |

### FINANCIAL IMPACT:

| Considerations   | Impact                                 | Score     | Detail of impact/mitigation                                    |
|--|--|-----------|--|
| What are the potential monetary efficiency savings?        | Medium saving<br>£100k-£500k           | 3         | £167,000 projected saving.                                     |
| How much of an investment is needed to realise the saving? | Small investment -<br>£0-£20k          | 1         | Not known at this stage  |
| How easy is it to implement the option?                    | Potential difficulties<br>to implement | 5         | High profile service for some of our most vulnerable children. |
| When will the savings be realised?                         | Savings to be made<br>over 6 months    | 5         |  |
|  |  | <b>14</b> |  |

### COUNCIL WIDE IMPACT:

| Considerations   | Impact                             | Score | Detail of impact/mitigation                 |
|--|------------------------------------|-------|---|
| <b>Economic</b>  |                                    |       |   |
| Will jobs be lost by the change?   | More than 5 jobs<br>lost by change | 5     | Potential job losses are 8 from 11.         |
| <b>Socio-cultural</b><br>Will the change detrimentally affect vulnerable groups or Equality Act 2010: Protected Characteristics such as below: |                                    |       |   |
| <b>Older People</b>  | No impact                          | 0     | No specific impact identified at this stage |

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| Considerations                                  | Impact               | Score | Detail of impact/mitigation  |
|---|----------------------|-------|--|
| <b>Children</b>                                 | High negative impact | 5     | See note above for <b>People in Darlington are educated and skilled</b><br>High negative impact identified for a small number of children. Current figures indicate 22 families potentially impacted upon by the proposals.  |
| <b>Disabled People</b>                          | High negative impact | 5     | <b>Update 18/1/11:</b><br>High negative impact identified for a small number of disabled children. Extensive consultation undertaken with parents/carers. Full Disability Equality Impact Assessment required for this proposal. See note in <b>People in Darlington are educated and skilled</b>  |
| <b>People with a long term limiting illness</b> | No impact            | 0     | See note above for Disabled People   |
| <b>BME communities</b>                          | No impact            | 0     | No specific impact identified at this stage  |
| <b>Faith Communities</b>                        | No impact            | 0     | No specific impact identified at this stage  |
| <b>Unemployed or Low Income</b>                 | No impact            | 0     | No specific impact identified at this stage  |
| <b>Carers</b>                                   | High negative impact | 5     | The carers of disabled children affected by this proposal have expressed significant concerns about the reduction in the service and the withdrawal of specialised one to one support for their children. Cumulative impacts with disabled people which will be informed from DEIA. See note in <b>People in Darlington are educated and skilled</b> |
| <b>LGBT People</b>                              | No impact            | 0     | No specific impact identified at this stage  |
| <b>People with criminal convictions</b>         | No impact            | 0     | No specific impact identified at this stage  |
| <b>Refugees and Asylum Seekers</b>              | No impact            | 0     | No specific impact identified at this stage  |
| <b>Gypsies and Travellers</b>                   | No impact            | 0     | No specific impact identified at this stage  |
| <b>People with mental health</b>                | No impact            | 0     | No specific impact identified at this stage  |

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| <b>Considerations</b>   | <b>Impact</b> | <b>Score</b> | <b>Detail of impact/mitigation</b>   |
|---|---------------|--------------|--|
| <b>Men</b>  | No impact     | 0            | No specific impact identified at this stage  |
| <b>Women</b>  | No impact     | 0            | No specific impact identified at this stage  |
| <b>Pregnant women or those accessing Maternity Services</b>   | No impact     | 0            | No specific impact identified at this stage as services will continue to be delivered in Children's Centres through NHS provision. |
| <b>Those from disadvantaged areas:</b><br>List as appropriate | No impact     | 0            | No specific impact identified at this stage  |
|   |               | <b>20</b>    |  |

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### OTHER CONSIDERATIONS:

| Considerations  | Impact                         | Score     | Detail of impact/mitigation   |
|---|--------------------------------|-----------|---|
| <b>Impact on Partners Service Delivery</b>  | No impact                      | 0         | No specific impact identified at this stage   |
| <b>Public Perception</b>  | High negative impact           | 5         | <b>18/1/11:</b><br>Negative coverage in the local media when original plans were proposed in 2009. The impact on parents who feel they are being directly impacted against and their children will not have the same standard of service. |
| <b>Other unintended consequences:</b><br>list as appropriate  |                                |           |   |
| <b>Technological:</b><br>Will the change be technologically difficult to implement?                             | No technological difficulties  | 1         | No specific impact identified at this stage   |
| <b>Legal:</b><br><b>Does the change have a legal impact?</b>  | No legal impact                | 1         | No specific impact identified at this stage   |
| <b>Health and Safety:</b><br><b>Will the change have a negative impact on health and safety considerations?</b> | No impact on health and safety | 1         | No specific impact identified at this stage   |
|   | <b>Total Impact Score</b>      | <b>52</b> |   |