

Early Help Offer – equality impact assessment

Additional information

Impact of the overall Early Help Offer on Kirklees residents

Element of the offer	Impact on groups of Kirklees residents with protected characteristics	Mitigation
Complex and Targeted	<p>Age, Disability and Pregnancy and Maternity</p> <p>We anticipate that the Complex and Targeted levels of the Early Help Offer will have a positive impact on those children, young people and their parents / carers, pregnant women and mothers of young children, including those with disabilities, who require specialist or statutory assessment and/or intervention, through the improvement of multi-agency working and the development of the single key worker approach. This was confirmed in our consultation, where 72% of respondents agreed with the Complex approach and 63% with the Targeted approach.</p>	N/a
	We do not foresee any impact on any of the other groups with protected characteristics.	N/a
Community Plus	<p>Age</p> <p>Children, young people and their parents / carers not identified as being in need of support will no longer be able to use open access services provided by the Council. In our consultation 45% of respondents agreed with the Community Plus approach, and 21% disagreed; 34% neither agreed nor disagreed (see p5 of the consultation report).</p> <p>We do not anticipate that the proposed change to the way in which the Duke of Edinburgh’s Award / Adventurous Activities programme is funded will impact on any groups with protected characteristics.</p>	Other services may be provided by partners or the voluntary sector.
	<p>Pregnancy and Maternity</p> <p>Pregnant women and mothers of young children not identified as being in need of support will no longer be able to use open access services provided by the Council</p>	Other services may be provided by partners or the voluntary sector.
	<p>All groups with protected characteristics</p> <p>It is possible that the increased role played by community run services might have a greater impact on groups with protected characteristics if volunteers lack suitable training and supervision.</p> <p>In the consultation we carried out, parents of children with disabilities/additional</p>	We will invest resources, buildings and/or staff time in supporting community groups to build their capacity to meet these needs. The proposed Community Co-ordinators will lead on this work.

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	<p>needs were significantly more likely than other parents to disagree with the statement 'community volunteers within early help services are a good idea, so long as they are supported by trained professionals' (see p31 of consultation report).</p>	<p>We are developing a comprehensive guide to Quality Volunteer Management including IT systems that will quality assure this process, and training for any staff working with volunteers. The Quality Volunteer Management model is designed from start to finish to enable volunteers to be properly inducted and fully supported to focus on the outcomes they are helping to achieve.</p>
	<p>Impact on fostering good relations Youth Centres currently offer open access services for young people from a range of different backgrounds. Children's Centres also offer "stay and play", which offers social opportunities for parents and young children. Both types of activity bring together people from different backgrounds, and people who share certain protected characteristics, and those who do not. It is therefore possible that the loss of these services could impact on the Council's ability to foster good relations between people.</p> <p>This was confirmed in the consultation. For example, there was a view that "Children's Centres played an important role within the community by providing a focal point where parents from different communities could meet and develop connections," (p37 of consultation report).</p> <p>The report also noted that "community segregation due to culture or race does not exist for...young people attending clubs and they rely on the social aspect to retain these unique friendships and also make new ones" (p47).</p>	<p>Other services may be provided by partners or the voluntary sector. We will endeavour to ensure partners and communities provide activities with a focus on diversity and on fostering good relations. This will be supported by the work of the proposed Community Co-ordinators.</p>
	<p>As part of the consultation a focus group was held with Yorkshire Mixtures (young LGBT group). The members felt that without the group, they would not have access to ...appropriate and timely support,(p47-48 of consultation report). This included a safe environment to be themselves that isn't school, college or related extra-curricular activities but with other people in similar situations (hold hands with partners, dress to suit how they feel inside); enabling young people to understand more about what it means to be LGBTQ; assisting in the 'coming out' process, not just in telling</p>	<p>Other services may be provided by partners or the voluntary sector. We will endeavour to ensure partners and communities provide activities with a focus on the specific needs of LGBT young people. The Council will ensure that Yorkshire Mixtures continues until March 2018, as part of the proposed intervention for group</p>

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	friends/family members, but coming to terms with being LGBTQ themselves; building confidence in being themselves again after traumatic events; learning more about the LGBTQ community, information you aren't taught at school.	work for vulnerable groups. This is intended to ensure that the Community Plus approach can continue to meet their needs in future.
Other	As part of the introduction of the Early Help Offer, a number of organisations will cease to be able to access Council grant funding in the future. This will affect those organisations' ability to provide activities for children and young people, especially those with additional needs & disabilities.	Other services may be provided by partners or the voluntary sector. Support will be available via the Community Plus offer to help voluntary organisations access alternative sources of funding.

Impact of changes to the location of Early Help sites on Kirklees residents

It is recognised that changes to the location of Early Help sites may have a negative impact on certain groups of Kirklees residents with protected characteristics due to difficulties they may experience in travelling greater distances. We anticipate this will be most significant in rural areas where travelling distances are greater and public transport options more limited, and to residents on low incomes, wherever they live, who may struggle to afford additional transport costs. It will also impact on parents or carers of young children, especially those with two or more children, for whom travelling can be challenging.

We considered the availability of public transport in deciding on the location of the central and delivery sites proposed in September 2016, and on which we based our consultation in September / November 2016 .

However, we have now gained a more detailed understanding of this issue, having carried out more detailed analysis of relevant data to inform the final decision in January 2017.

NON SITE-SPECIFIC ISSUES (common to all sites)

Site	Proposal	Impact on groups of Kirklees residents with protected characteristics	Mitigation
Children's Centres	N/a	Age All Children's Centres offer services for families with children aged 0-19 (0-25 for children with a disability), with a particular focus on families with children aged 0-4. The parents / carers of those children are typically aged	The impact of closure on those members of these age groups in greater need of support or intervention will be mitigated by the provision of services at alternative locations within the Early Help Hub area. The choice of proposed designated children's centres has taken into account the concentrations of families in greater need.

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		<p>between 20 and 49.</p> <p>The closure of any children's centre would impact on these age groups.</p>	<p>In some cases, the use of community and partner venues such as schools, clinics or community centres may improve access to certain services.</p> <p>The impact of closure on those members of these age groups in lesser need of support or intervention will be mitigated by the availability of community run services.</p>
Children's Centres	N/a	<p>Gender reassignment</p> <p>Our consultation did not identify any issues for this group in regard to families with young children. However, we received feedback from LGBT young people, and this is addressed elsewhere in this document.</p>	N/a
Children's Centres	N/a	<p>Marriage and Civil Partnership</p> <p>We do not foresee any impact on this group. Our consultation did not identify any issues in regard to this group.</p>	N/a
Children's Centres	N/a	<p>Pregnancy and maternity</p> <p>All Children's Centres offer services for families with children aged 0-19 (0-25 for children with a disability), with a particular focus on families with children aged 0-4. The closure of any children's centre would therefore impact on mothers of babies and young children. Although this is true wherever a family lives, it should be noted that the number of new babies registered with children's centres in the Rural area is substantially lower than in the other areas (less than half the rate in Huddersfield in 2015/16).</p>	<p>The impact of closure on mothers of babies and young children in greater need of support or intervention will be mitigated by the provision of services at alternative locations within the Early Help Hub area. The choice of proposed designated children's centres has taken into account the concentrations of families in greater need. In some cases, the use of community and partner venues such as schools, clinics or community centres may improve access to certain services.</p> <p>The impact of closure on mothers of babies and young children in lesser need of support or intervention will be mitigated by the availability of community run services.</p>
Children's Centres	N/a	<p>Sex</p> <p>The parents and carers who currently use Children's Centres are at least 80% female. Therefore all changes to Children's Centres, positive or negative, will impact</p>	<p>The impact of closure on female parents and carers in greater need of support or intervention will be mitigated by the provision of services at alternative locations within the Early Help Hub area. The choice of</p>

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		disproportionately on this group.	<p>proposed designated children's centres has taken into account the concentrations of families in greater need. In some cases, the use of community and partner venues such as schools, clinics or community centres may improve access to certain services.</p> <p>The impact of closure on female parents and carers in lesser need of support or intervention will be mitigated by the availability of community run services.</p>
Children's Centres	N/a	<p>Sexual Orientation Our consultation did not identify any issues for this group in regard to families with young children.</p>	N/a
Youth Centres	N/a	<p>Age Kirklees Integrated Youth Support Service (IYSS) offers services for children and young people aged 8-19 (8-25 for children with a disability). The closure of any youth centre would impact on this age group.</p>	<p>The impact of closure on children and young people in greater need of support or intervention will be mitigated by the provision of services at alternative locations within the Early Help Hub area. The choice of proposed designated children's centres has taken into account the concentrations of families in greater need. In some cases, the use of community and partner venues such as schools or community centres may improve access to certain services.</p> <p>The impact of closure on children and young people in lesser need of support or intervention will be mitigated by the availability of community run services.</p>
Youth Centres	N/a	<p>Gender reassignment We received feedback from LGBT young people as part of the consultation, and this is addressed elsewhere in this document.</p>	N/a
Youth Centres	N/a	<p>Sexual Orientation We received feedback from LGBT young people as part of the consultation, and this is addressed elsewhere in this document.</p>	N/a

Site	Proposal	Impact on groups of Kirklees residents with protected characteristics	Mitigation
Youth Centres	N/a	Marriage and Civil Partnership We do not foresee any impact on this group.	N/a

SITE-SPECIFIC ISSUES

BATLEY AND SPEN

Site	Proposal	Impact on groups of Kirklees residents with protected characteristics	Mitigation
Batley Town Hall	Central site	Age Gender reassignment Marriage and Civil Partnership Pregnancy and Maternity Sex Sexual Orientation Not site-specific	N/a
		Race, Religion and belief Batley Town Hall is in a town centre location and we therefore do not foresee any impact on this group.	N/a
		Disability People on low incomes Parents of young children There may be an impact on these groups if they need to travel to the central site to access information or advice.	See transport analysis
Birstall and Birkenshaw Children's Centre (Fieldhead)	Designated children's centre for the Batley and Spen area, and delivery site	This is an existing Children's Centre and we therefore do not anticipate any negative impact on groups of residents with protected characteristics.	N/a
All other sites	Surplus to requirements in the	Age Gender reassignment	N/a

Site	Proposal	Impact on groups of Kirklees residents with protected characteristics	Mitigation
	model	Marriage and Civil Partnership Pregnancy and Maternity Sex Sexual Orientation Not site-specific	
		Disability Race, Religion and belief People on low incomes Parents of young children There may be an impact on these groups if they need to travel to other sites to access information or advice.	See transport analysis

DEWSBURY AND MIRFIELD

Site	Proposal	Impact on groups of Kirklees residents with protected characteristics	Mitigation
Dewsbury Town Hall	Central site	Age Gender reassignment Marriage and Civil Partnership Pregnancy and Maternity Sex Sexual Orientation Not site-specific	N/a
		Race, Religion and belief Dewsbury Town Hall is in a town centre location and we therefore do not foresee any impact on this group.	N/a
		Disability People on low incomes Parents of young children There may be an impact on these groups if they need to travel to the central site to access information or advice.	See transport analysis

Site	Proposal	Impact on groups of Kirklees residents with protected characteristics	Mitigation
Dewsbury Moor Children's Centre	Designated children's centre for the Dewsbury and Mirfield area, and delivery site	This is an existing Children's Centre and we therefore do not anticipate any negative impact on groups of residents with protected characteristics.	N/a
All other sites	Surplus to requirements in the model	Age Gender reassignment Marriage and Civil Partnership Pregnancy and Maternity Sex Sexual Orientation Not site-specific	N/a
		Disability Race, Religion and belief People on low incomes Parents of young children There may be an impact on these groups if they need to travel to other sites to access information or advice.	See transport analysis

HUDDERSFIELD

Site	Proposal	Impact on groups of Kirklees residents with protected characteristics	Mitigation
Civic Campus	Central site	Age Gender reassignment Marriage and Civil Partnership Pregnancy and Maternity Sex Sexual Orientation Not site-specific	N/a

Site	Proposal	Impact on groups of Kirklees residents with protected characteristics	Mitigation
		Race, Religion and belief The central site will be in a central location and we therefore do not foresee any impact on this group.	N/a
		Disability People on low incomes Parents of young children There may be an impact on these groups if they need to travel to the central site to access information or advice.	See transport analysis
Chestnut Centre	Designated children's centre for the Huddersfield area, and delivery site	This is an existing Children's Centre and we therefore do not anticipate any negative impact on groups of residents with protected characteristics.	N/a
All other sites	Surplus to requirements in the model	Age Gender reassignment Marriage and Civil Partnership Pregnancy and Maternity Sex Sexual Orientation Not site-specific	N/a
		Disability Race, Religion and belief People on low incomes Parents of young children There may be an impact on these groups if they need to travel to other sites to access information or advice.	See transport analysis

KIRKLEES RURAL

Site	Proposal	Impact on groups of Kirklees residents with protected characteristics	Mitigation
Slaithwaite Town Hall	Central site, designated children's centre for the Rural area, and delivery site	Age Gender reassignment Marriage and Civil Partnership Pregnancy and Maternity Sex Sexual Orientation Not site-specific	N/a
		Race, Religion and belief For communities in the Kirklees Rural area we do not foresee any impact caused by needing to travel to a different site within the hub area.	N/a
		Disability People on low incomes Parents of young children There may be an impact on these groups if they need to travel to the central site to access information or advice.	See transport analysis
All other sites	Surplus to requirement in the model	Age Gender reassignment Marriage and Civil Partnership Pregnancy and Maternity Sex Sexual Orientation Not site-specific	N/a
		Race, Religion and belief For communities in the Kirklees Rural area we do not foresee any impact caused by needing to travel to a different site within the hub area.	N/a
		Disability People on low incomes Parents of young children There may be an impact on these groups if they need to travel to the alternative sites to access services.	See transport analysis

Impact of changes on Kirklees staff

Element of the proposals	Impact on groups of Kirklees staff with protected characteristics	Mitigation
Changes to locations of workplaces	<p>Sex It is possible that the proposals impact disproportionately on female staff, as the workforce in EITSS in particular is predominantly female.</p>	Although many staff members took part in the consultation, impact on the workforce did not come up. We will therefore carry out specific consultation with affected staff and Trade Unions in 2017.
	<p>Age Disability Pregnancy and maternity Race, religion and belief We do not yet know what impact the proposals may have on staff from these groups.</p>	Although many staff members took part in the consultation, impact on the workforce did not come up. We will therefore carry out specific consultation with affected staff and Trade Unions in 2017.
	We do not foresee any impact on any of the other groups with protected characteristics within the workforce.	

Transport analysis

Methodology

Maps of each Early Help Hub area have been produced which show the proposed central sites and designated children's centres, and the specific bus routes which serve them. The parts of the hub area (LSOAs) which fall into the most deprived 30% are also shown as this is where we know there will be the greatest concentration of families needing support. Conclusions and observations have been drawn from these maps, and staff with local knowledge of the four hub areas have provided advice.

Batley and Spen

Areas which are well-served

- Most people living in and around Batley will be within walking distance of either the town centre or a bus route serving the town centre.

- Residents of Fieldhead estate will be in walking distance of Birstall & Birkenshaw Children's Centre
- Many, but not all, residents across the hub area will be able to reach Batley town centre by bus

Areas which are less well-served

- Residents of Scholes, Windy Bank estate, Cleckheaton, Gomersal, Birkenshaw as well as several smaller communities have no local delivery site; public transport to the designated children's centre is limited and / or will require two or more buses each way.
- Some parts of the hub area have limited access to Batley town centre

Proposed mitigation

- Much delivery will take place in community venues, in the places where it is needed. For example, a central location in Cleckheaton should be accessible for many communities in that area.
- Home visits may be the best option for some residents
- Some residents in Batley and Spen have better bus links to Dewsbury town centre than to Batley. Residents will be able to use to use Dewsbury town centre sites if they wish.
- Some of the communities at the edge of our district may find it easier to access services in neighbouring authorities; we may be able to explore reciprocal arrangements with those authorities.
- In the short term, the Early Help Hub will continue to use some of the existing sites which are surplus to requirements; in the longer term, some of these venues may be taken over by partners or community groups, and may continue to be available to the Early Help hub for delivery.

Huddersfield

Areas which are well-served

- Most residents of the Deighton, Sheepridge and Fartown areas north of the railway line, and some residents of the Crosland Moor / Balmoral Avenue area will be able to reach the Chestnut Centre either by bus or on foot.
- Almost all residents in the Huddersfield hub area will be able to reach the central site in Huddersfield town centre by bus or train

Areas which are less well-served

- Residents of the rest of the hub area have no local delivery site; public transport to the Chestnut Centre is limited and will mostly require two buses.

Proposed mitigation

- Much delivery will take place in community venues, in the places where it is needed. Public transport in the Huddersfield area is characterised by a “hub and spoke” model, where bus and train routes link outlying communities with the town centre fairly well, but do not connect communities with each other. Using a town centre location seems to be the most effective mitigation for many residents.
- Home visits may help some residents.
- In the short term, the Early Help Hub will continue to use some of the existing sites which are surplus to requirements; in the longer term, some of these venues may be taken over by partners or community groups, and may continue to be available to the Early Help hub for delivery.

Dewsbury & Mirfield

Areas which are well-served

- Most residents of the Dewsbury Moor area will be able to reach Dewsbury Moor Children’s Centre either by bus or on foot as well as sites in Dewsbury town centre
- Many residents will be able to access sites in Dewsbury town centre

Areas which are less well-served

- Most of the rural area in the south of the hub area, as well as the rural areas north-east of Mirfield and east of Thornhill have no local delivery centre and little or no public transport to delivery sites.

Proposed mitigation

- Outreach services in community venues. For example, a central location in Mirfield should be accessible for many of the communities mentioned above.
- Many residents will be able access activities for young people in and around Dewsbury town centre fairly easily, but the children’s centre offer is mainly located in outlying areas. Delivering part of the children’s centre offer in a community venue in the town centre may therefore help some families who can reach the town centre more easily than outlying areas.
- Home visits may be the best option for some residents in rural areas
- In the short term, the Early Help Hub will continue to use some of the existing sites which are surplus to requirements; in the longer term, some of these venues may be taken over by partners or community groups, and may continue to be available to the Early Help hub for delivery.

Kirklees Rural

Areas which are well-served

- Residents living fairly centrally in Slaithwaite will be able to walk or catch a bus to access services offered in Slaithwaite Town Hall
- Colne Valley residents living adjacent to the A62, or on bus routes in Cowlersley and Linthwaite, will be able to catch a bus to Manchester Road, Slaithwaite, with a 5 - 10 minute walk to Slaithwaite Town Hall
- Most residents of Milnsbridge, Golcar, Wellhouse, Longwood and Wilberlee can catch a limited bus service at certain times to Slaithwaite Town Hall
- Residents of Meltham and central Holmfirth, and those living adjacent to Wilshaw Road (running between Meltham and Holmfirth) will be able to catch a limited bus service at certain times to Slaithwaite Town Hall

Areas which are less well-served

- The following areas have no local delivery centre and little or no public transport to delivery sites: Scapegoat Hill, Outlane and Bolster Moor ; the rural area around Marsden Moor & Scammonden, Meltham Moor and Butterley & Wessenden; the Honley and Brockholes area, outlying parts of Holmfirth, South Crosland, Blackmoorfoot and the whole of Denby Dale and Kirkburton wards.

Proposed mitigation

- Families in some of these areas will be able to access sites in Huddersfield town centre more readily than Slaithwaite or even other local venues; rural residents will be able to use the central site in the Huddersfield hub area.
- Home visits may be the best option for some residents in rural areas
- Outreach services in community venues, especially in the Holme Valley. Holmfirth has a “hub and spoke” model of bus routes, so a central location in Holmfirth should be accessible for most residents of the Holme Valley.
- In the short term, the Early Help Hub will continue to use some of the existing sites which are surplus to requirements; in the longer term, some of these venues may be taken over by partners or community groups, and may continue to be available to the Early Help hub for delivery.

Costs of public transport

The reduction in the number of delivery sites will inevitably mean that many families attending sessions will need to travel further. There is a potential cost impact on these families of additional travel by public transport. It is difficult to model this exactly due to the complexity of fare structures. However, for illustration, First

Group and Arriva currently (November 2016) have day tickets valid across West Yorkshire at £4.80 for an adult, £2.40 for a child. Single adult tickets for a short journey start at around £1.30.