

Community and Equality Impact Assessment

As an authority, we have made a commitment to apply a systematic equalities and diversity screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have significant positive, negative or adverse impacts on the different groups in our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

About the service or policy development

Name of service or policy	Early Years and Childcare
Lead Officer	Rikke Damsgaard
Contact Details	020 8227 5398

Why is this service or policy development/review needed?

This EIA relates to a procuring exercise currently being undertaken to secure a contract with a provider to supply products of Furniture, Fixtures and Fittings for the Council's Early Years Educations Settings and Temporary Residential Accommodation.

The Council has a legal and statutory obligation to provide the necessary equipment and services to support all its vulnerable residents as guided by these legislations:

- Children Act 1989 & 2004
- Children (Leaving Care) Act 2000
- Statutory Guidance on Securing Sufficient Accommodation for Looked After Children 2010
- Guidance on the Provision of Accommodation for 16 & 17-year-old young people who be homeless and/or require accommodation 2010
- Housing Act 1996
- Homelessness Reduction Act 2017
- Childcare Act 2006

This procurement ensures that the council fulfils its duty of care and responsibility by providing the children in the Early Years Educations Settings and the residents and care leavers in the temporary Residential Accommodation with suitable Furniture, Fixtures and Fittings.

1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

What impacts will this service or policy development have on communities?
Look at what you know. What does your research tell you?

Please state which data sources you have used for your research in your answer below

Consider:

- National & local data sets
- Complaints
- Consultation and service monitoring information
- Voluntary and Community Organisations
- The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups.

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

- It is Council policy to consider the impact services and policy developments could have on residents who are socio-economically disadvantaged. There is space to consider the impact below.

Demographics

The London Borough of Barking and Dagenham is the 7th smallest London borough with a population of 214,107. It has the highest proportion of young people under 16 in the country and the average age of residents is below the London average. The borough has the highest rate of domestic violence in London.

Barking and Dagenham has the highest birth rate in London and there are 17,593 children under 5 in Barking and Dagenham and this contract will apply to 16 of 65 early years settings across the borough. It is the borough priority that every child should have access to a place in a setting rated 'good' or 'outstanding' by Ofsted. To get this grade, settings must have good or outstanding learning environments and this contract will support this.

There are 4 hostels in Barking and Dagenham that deliver services to vulnerable residents. At present, these support over 350 people in need of housing support and intervention.

Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
Local communities in general	√			Positive impact in particular for children under 5, youngest residents, displaced vulnerable residents and care leavers.	This contract will have an impact on the environment in which children under 5 receive early education. It will apply to nurseries that are commissioned by the local authority, so 16 in total. These 16 settings are spread across the local authority area and operate in council buildings. The contract will also apply to 4 hostels, which could support over 500 people at any given time during the year.
Age	√			Positive impact in particular for children under 5, youngest residents, displaced vulnerable residents and care leavers.	The equipment will maintain a healthy and safe environment and accommodation for our most vulnerable residents. These services form an integral part of a child's early education and development. The Early Years team have a duty to deliver good quality learning environments. The impact on this contract may mean that better outdoor environments can be created for children under 5 or that a more suitable indoor environment can be offered due to high quality fittings like blinds and window film for example.
Disability	√			Positive impact in particular for children under 5, youngest residents, displaced vulnerable residents and care leavers.	LBBDD have a high number of SEND children who access Early Years provision. These services form an integral part of a child's early education and development. The Early Years team have a duty to deliver good quality learning environments any by purchasing good quality fixtures and fittings, learning environments can be enhanced and meet needs of children with wider range of needs.

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

Gender reassignment		√		N/A	There are no perceived negative impacts on this protected characteristic
Marriage and civil partnership		√		N/A	There are no perceived negative impacts on this protected characteristic
Pregnancy and maternity	√			Positive impact for pregnant women who are care leavers or vulnerable.	The service will supply hostels and care leaver accommodation with a regular supply of quality variety of Furniture, Fixtures and Fittings to meet service requirements This would include cots and bedding for use in emergencies or in instances of domestic violence.
Race (including Gypsies, Roma and Travellers)		√			
Religion or belief		√			All services provided by the council are inclusive and cater for all religions or none. Faith groups are encouraged to visit the hostels and have regular visits from local groups.
Sex		√		N/A	There are no perceived negative impacts on this protected characteristic
Sexual orientation		√		N/A	There are no perceived negative impacts on this protected characteristic
Socio-economic Disadvantage	√			Positive impact in particular for children under 5, youngest residents, displaced vulnerable residents and care leavers.	<p>This term over 1,000 children of families living on low income or claiming income-based benefits accessed early years provision. This contract forms an integral part of a child's early education and development. The Early Years team have a duty to deliver good quality learning environments.</p> <p>These services enable greater independence & protect the most vulnerable, strengthening the Council's services. The Education and Participation Strategy, Homelessness Strategy and Housing for Vulnerable People Strategy were developed to provide earlier intervention and delivers the best possible outcome for the Councils younger population in Early Years Educations Settings and residents in hostel accommodations and Care Leavers utilising voids suites earmarked for LAC in Children's Care and Support.</p> <p>No perceived issues for the hostels, support agencies and internal agencies are signposted to and these engage with the families. There is a process for the transition from a LAC to independent living with support in place.</p>
Any community issues identified for this location?					No community issues identified for the various locations.

2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups.

If you have already undertaken some consultation, please include:

- Any potential problems or issues raised by the consultation
- What actions will be taken to mitigate these concerns

The report procurement report will be presented for consideration and approval at the Procurement Subgroup and Procurement Board in June 2021. The Commissioning Director and Director of Community Solutions were consulted in January, May 2021. Report was presented to the Cabinet Member and Portfolio Holder for Educational Attainment and School Improvement in June 2021.

3. Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

Action	By when?	By who?
Contract monitoring meetings	Quarterly	Rikke Damsgaard/Paul Perry
Consultation with service users – commissioned nurseries/accommodation/hostels	Annually	Rikke Damsgaard/Paul Perry

4. Next steps

It is important the information gathered is used to inform any Council reports that are presented to Cabinet or appropriate committees. This will allow Members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the wider community.

Take some time to summarise your findings below. This can then be added to your report template for sign off by the Strategy Team at the consultation stage of the report cycle.

COMMUNITY AND EQUALITY IMPACT ASSESSMENT

Implications/ Customer Impact

This procurement provides the Council with the long-term strategy to leverage its buying power to provide these facilities with quality, cost effective Furniture, Fixtures and Fittings, compliant with the Council's Contract Rules, satisfies due diligence, fulfils legal and statutory obligation to provide service and support to its vulnerable residents.

This procurement will have Positive impact in particular for children under 5, youngest residents, displaced vulnerable residents and care leavers alongside low-income families who access early education. This equipment will provide with good quality, safe, smart Furniture, Fixtures and Fittings in order to maintain a healthy and safe environment and accommodation.

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
Jane Hargreaves	Commissioning Director Education	02.07.2021