

Community Impact Assessment Best Start Consultation Findings and Final Proposals

Community Impact assessments (CIAs) should be used whenever there is a policy or service change. The template will enable staff to record how they have taken account of the following essential areas within proposals;

- Strategic Priorities
- Public Sector Equality Duty
- Health inequalities
- Rural issues
- Climate change

The Public Sector Equality Duty is a legal requirement and must be applied in all that we do, and in particular whenever there are changes. See guidance note and frequently asked questions for further information.

Name of proposal: Best Start		
State here which of the County Council priorities the proposal will deliver against:		
County Council Outcome	People’s Service Area Outcome	Project Outcomes
Be healthier and more independent;	Independent - People manage their own life, make their own choices, deal with issues their own way	That children and their parents lead healthy and happy lives and have the ability to care for each other.
Feel safer, happier and more supported in and by their community.	Healthy & Well - People live long and fulfilling lives, being able to address the health and wellbeing issues that affect them	That parents are enabled to give their child the best start in life and vulnerable families can access help when it is needed.
Be able to access more good jobs and feel the benefit of economic growth	Staffordshire has a workforce fit for a modern economy – developing the skills and aspirations of residents	Families can access high quality childcare and learning opportunities to build the right skills
Project lead: (s)		
Janene Cox, Commissioner for Tourism and Cultural County Sharon Moore, Commissioner for Families		

Names of other officers involved

Paul Woodcock – County Commissioner for Children’s Wellbeing
Andrew Donaldson – Senior Policy Manager
Kerry Dove – Partnership and Development Manager
Michelle Rowe – Team Senior Solicitor
Lynda Stevenson – Project Manager
Wendy Tompson – Corporate Engagement and Consultation Manager
Adam Rooney – Strategic Policy Officer
Clare Abbotts – Senior Campaigns Officer
District Children’s Commissioning Officers and District Commissioning Leads

Date:

21st January 2015

Executive summary of the assessment

This is a Community Impact Assessment (CIA) for **Lichfield** based on the proposals of the January Best Start Cabinet Report, and builds upon the Outline and Scoping Community Impact Assessments conducted in March and September 2014. It analyses both the findings of the 8 week public consultation on the proposals set out in September 2014 as well as the final proposals for a new way of working for early years.

This Community Impact Assessment analyses the potential health and equalities impacts of the proposals put forward by the Cabinet Report and suggests mitigating actions to help prevent disadvantage to any protected groups.

Signature

Janene Cox, Commissioner for Tourism and Cultural County

1. Introduction & Context:

Staffordshire County Council has three priority outcomes to build a better Staffordshire. These priorities are that the people of Staffordshire will:

- be able to access more good jobs and feel the benefits of economic growth
- be healthier and more independent
- feel safer, happier and more supported in and by their community

Ensuring that parents are able to give their children the best start in life is critical to achieving these outcomes. The first five years of every child's life are vital for their future health and wellbeing. There is an overwhelming amount of evidence that shows the huge impact of the care a child receives in this period of their life, and how it turns it influences virtually all aspects of development moving forward, from educational attainment to health outcomes.

1.1. Purpose of this report

The purpose of this report is to consider the potential equality and health impacts on the **Lichfield** district of the final proposals for early years provision set out in the January Best Start Cabinet Report. This includes analysis of any potential implications for the health of residents, as well as any impacts on residents that have one of the nine protected characteristics set out by the Equalities Act 2010, as assessed based on the information currently available. These include:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

This report should be read together with the Best Start Cabinet Report, the other Community Impact Assessments for each district and the Best Start Consultation report.

1.2. Best Start proposals in Lichfield

Our initial review showed that not enough families, including those who are most vulnerable, are accessing the facilities we are currently using to provide early years services from. This includes those that are 'designated' Children Centres and those that are not. Our proposals include plans to reconfigure our premises in order to deliver what is required in a different way and working with our partners to deliver an integrated Best Start offer for Staffordshire.

As part of the proposals, we propose to change how we use our school based facilities. We plan to transfer management of some facilities to schools to ensure that the resources are used in a different way to assist child development and contribute to school readiness. In Lichfield, the locations in this category are:

- Chadsmead Primary Academy
- Springhill Primary School
- Saxon Hill Community Special School
- Willows Primary School

We also propose to continue to use a smaller number of facilities within communities as Family Hubs where the model is working well, has good attendance rates and this approach would benefit the community. In Lichfield, only one location is in this category:

- Charnwood Children's Centre

There are also some locations where we feel that the current facilities should be reviewed by the Strategic Property Board. In Lichfield, these locations are:

- Boney Hay Community Primary School

We also propose that we reconfigure use of space in libraries and transfer management to the Culture and Library Service. There are no locations in Lichfield which are in this category.

2. Consultation findings

The public consultation on the Best Start proposal went live on 4th October 2014 and closed on 3rd December 2014. An overall summary of the findings of the consultation, as well as the methodology used, can be found as appendices to the Best Start Cabinet paper for January 21st 2015.

Overall, 1399 responses were received to the consultation. Despite this rate of response being statistically significant at a county level, to achieve a statistically robust response at a district level between 1,200 and 1,250 responses '**per district**' would have been required. Therefore this analysis will discuss countywide trends and assess how they may impact on Lichfield, based on the proposals for the area set out in the section above.

2.1. Consultation – Lichfield

There were **191** from Lichfield to the consultation, **the highest number of responses** of the 8 Districts. Key issues that were raised at a County-level include:

- The vast majority of respondents supported the principles of the Best Start proposals and our objectives, including promoting positive parenting, focusing on early help and ensuring children are school ready.

- Across the county 32% of the respondents agreed with the proposals overall, whilst 36% disagreed and 24% neither agreed nor disagreed, 9% stated that they didn't know.
- 40% of respondents agreed with the proposed changes to school based facilities, with 22% disagreeing, 24% unsure and 14% stating they did not know. The main concerns flagged were how schools planned to use the facilities to support the offer. **There are 4 locations in this category of proposal in Lichfield - Chadsmead Primary Academy, Springhill Primary School, Saxon Hill Children's Centre and Willows Children's Centre.**
- 48% of respondents agreed with continuing to use centres that were working well, with 24% disagreeing, 18% neither agreeing nor disagreeing and 10% not knowing. **In Lichfield this is Charnwood Primary School (Charnwood Children's Centre).**
- 13% of respondents agreed with no longer using certain facilities as designated children's centres, with 51% disagreeing and 22% neither agreeing nor disagreeing. Accessibility was frequently raised as a significant issue, with many respondents concerned that the changes would isolate some families, particularly families in rural areas and those with low incomes. **In Lichfield Boney Hay is in this category.**

Lichfield has areas of rurality, meaning that transport and accessibility must be considered as issues. Lichfield also has low deprivation generally, but some areas within the district mean that consideration must still be given to the effect on deprived families of this review.

11% of respondents agreed with the proposed changes to the space in libraries, with 44% disagreeing and 28% neither disagreeing nor agreeing. Again concerns were raised about how this might affect rural areas and more vulnerable families.

3. Current provision and usage:

In terms of Children's Centres, below is the attendance at each centre in Lichfield in 2014. This includes attendance for both children and adults as well as those children from the most deprived areas.

Children's Centre	Attendances (children and adults) 2013-14	Number of under 5's reached from 0-30% most deprived areas
School sites		
Chadsmead Primary Academy	378	N/A ¹

¹ Due to our current data collection processes, data for number of under 5's reached from 0-30% most deprived areas for this centre is not currently available.

Springhill Primary School	4972	56
Saxon Hill Community Special School	1138	9
Willows Primary School	2535	43
Community Sites		
Charnwood Children's Centre	5221	56
Boney Hay Community Primary School	3527	34

In order to identify the above proposals for Children's Centres, a robust ranking system has been created that indicates which centres are critical to the new model and should be retained by the county council. Those that will be retained are in the highest areas of deprivation, evidence a good level of attendance by families and children most in need of help and evidence the best value for money. The views of the public from the consultation have also impacted on the final decision. The remaining facilities will continue to be used by partners, parents and children, however, as part of the broader Best Start Offer, with some subject to review by the Strategic Property Board.

In terms of the wider offer, in 2013/14, in Lichfield there were 18 children under 5 who received an early help assessment (CAF) for early intervention / Tier 3 support **(the lowest in the county)**².

For more specialist support, in Lichfield, the average number of children under 5 subject to a child protection plan between 1st October 2013 to 30th September 2014 was 13 (the highest in the county). The average number of looked after children aged under 5 in the same time period was 6 (also highest in the county)³.

4. Lichfield demographic profiles:

Population:

- There are approximately 46,099 children under 5 in Staffordshire. Approximately 5,240 of these live in Lichfield, the fifth highest number of under 5's in the county, accounting for 5.1% of the district population⁴.

² Data received from Families First – 08/12/2014

³ Data received from Families First Business Improvement and Development Team 0-5 data profile

⁴<http://www.staffordshireobservatory.org.uk/documents/Population/populationestimatesbriefingnote2013.pdf>

Ethnicity:

- Because of limits to mid-year population data, these statistics on ethnicity are taken from the 2011 Census, so overall totals are slightly different to above. In terms of under-5's in Lichfield, 4,986 (94.3%) of the under 5's are white, 182 are from a mixed / multiple ethnic group (3.4%), 93 from Asian / Asian British groups (1.77%), 19 from African Caribbean / Black groups and 5 from an 'other ethnic group' (both less than 0.003%). This shows that Lichfield has a considerably lower level of ethnic diversity than the national average (86% white, 7.5% Asian / Asian British, 3.3% Black / African / Caribbean / Black British, 1% other ethnic group⁵).

Disability:

- According to the 2011 census data, there are 106 children with a disability in the District. There are also 1,739 households with dependent children (aged 0-18) where a parent has a disability⁶.

Teenage Parents:

- In Lichfield the rate of conceptions between 2010-2012 is 33.5 per 1,000 15-17 year old females, which is the **second highest in the county** and above the national rate of 27.7⁷.

Deprivation:

- Just 3 (5.3%) of the 57 Lower Super Output Areas (LSOAs) in Lichfield are within the 30% most deprived areas of the Country.

5. Lichfield local health profile:

Fertility rates:

- Based on the most recent data from 2013, Lichfield has a general fertility rate of 55.3 per 1,000 women aged 15-44. This is the lower than the Staffordshire average of 56.5 and than the national average of 62.4⁸.

Smoking in pregnancy:

- Lichfield has a higher than national average levels of smoking in pregnancy at 15.1% according to 2012/13 estimates. This is 0.1% lower than the Staffordshire average but 2.4% higher than the national average⁹.

⁵http://www.ons.gov.uk/ons/dcp171776_290558.pdf

⁶ Staffordshire County Council Insight Team, 2014, *Best Start for Children 2014 – evidence base*. P60

⁷<http://www.ons.gov.uk/ons/publications/re-reference-tables.html?edition=tcn%3A77-332828>

⁸ *Working Together Better for Health – Staffordshire Needs Assessment (JSNA)* (November 2014) <http://www.staffordshireobservatory.org.uk/publications/healthandwellbeing/yourhealthinstaffordshire.aspx> p114

⁹ *Ibid* P114.

Perinatal and Infant Mortality:

- The rate of infant mortality in Lichfield is the second lowest in the county at 3.8 per 1,000 live births, according to provisional figures for 2011-13. This is below both the national average of 4.1 and the Staffordshire average of 5.0¹⁰.
- Lichfield is below the national average in terms of stillbirths (4.1 per 1,000 total births), and is below both national and Staffordshire averages in terms of perinatal mortality (with a rate of 6.5 per 1,000 total births compared to 7.3 in Staffordshire and 7.1 nationally)¹¹.

Low birth weight:

- Between 2011-13 the percentage of babies with low birth weight in Lichfield was 8.2% which is above both the national and Staffordshire averages, of 7.4% and 7.3% respectively¹².

Breastfeeding prevalence:

- Across Staffordshire as a whole, breastfeeding prevalence rates at 6-8 weeks are low. Lichfield had the second highest rate in the county in 2013/14 at 38.3%, which is above the Staffordshire average of 31.5% but considerably lower than the national average of 45.8%¹³.

Childhood obesity:

- As of 2012/13, approximately 10.6% of reception children are obese in Lichfield, above the 9.3% national average and 9.6% Staffordshire average¹⁴.

Mental Health:

- There are estimated to be between 21,100 and 25,200 people suffering mental ill-health across Lichfield. Levels of severe mental illness (defined as people with schizophrenia, bipolar disorder and other psychoses) recorded on GP disease registers in Lichfield are significantly lower than the national average, with approximately 550 people on a register in 2010/11¹⁵

6. Potential health and equalities impacts on communities (EIA & HIA)

Proposals such as Best Start could have impacts on health and equalities for different groups in the community. It is necessary therefore to consider what these potentially negative consequences may be and take appropriate mitigating actions. With this in

¹⁰ Ibid P114

¹¹ Ibid P114

¹² Ibid P114.

¹³ Ibid P114

¹⁴ Ibid P115

¹⁵ Staffordshire County Council, 2014. *District Profile – Lichfield*. P9

<http://www.staffordshireobservatory.org.uk/documents/DistrictProfile/2013/DistrictProfiles/LichfieldBoroughDistrictProfile2013.pdf>

mind, this CIA has been informed by the guidance published by the Equality and Human Right Commission¹⁶. This guidance stated that impact assessments should consider the following:

1. Is the purpose of the policy change/decision clearly set out?
2. Have those affected by the policy/decision been involved?
3. Have potential positive and negative impacts been identified?
4. Are there plans to alleviate any negative impact?
5. Are there plans to monitor the actual impact of the proposal?

The following table presents some potential negative impacts of the proposals in the Best Start Cabinet Report specifically for **Lichfield** and recommends some mitigating actions. Subject to Cabinet approval and the subsequent consultation these may change.

6.1 Table of key potentially negative impacts on health and equalities and mitigating actions

*For the purpose of this Assessment :

- Springhill Children’s Centre is in Summerfield Ward and next to Chasetown Ward in Burntwood
- Charnwood Children’s Centre is in North Lichfield and covers the wards of Chadsmead, Curborough and Stowe.

No	Potential Negative Impact	Type of Impact (Equalities/ Health)	Potential Groups Affected	Possible Mitigating Action
Area 1: A quality offer for all				
1.	Sexual health and contraception advice and guidance is ineffective in supporting young people and preventing unwanted pregnancies, particularly in areas of deprivation. Lichfield has the second highest rate of teenage pregnancy in the county, and above the national average.	Health	Age, sex, pregnancy and maternity,	<ul style="list-style-type: none"> • Commissioners to ensure that sexual health and contraception information, advice and guidance meets the needs of areas with high rates of teenage pregnancy. • Commissioners to work with schools and colleges to ensure that PHSE in schools is inclusive and effective.
<small>¹⁶ Equality and Human Rights Commission, <i>Public Sector Equality Duties and Financial Decisions – A Note for Decision Makers.</i> http://www.equalityhumanrights.com/uploaded_files/Wales/brief_note_for_decision_makers.doc#</small>				

2.	<p>The new integrated approach to promoting parent and child health through the Health Child Programme fails to address current health inequalities. Of particular relevance to Lichfield are:</p> <p>A) Generally good health outcomes relative to the rest of the County.</p> <p>B) Above the national average for stillbirths</p> <p>C) Lower than national average rates of breastfeeding prevalence at 6-8 weeks (largely attributable to the Boney Hay (33%), Summerfield (47%) and Chadsmead (41%) wards).</p> <p>D) Higher than national an county averages for obese reception children, especially in the Boney Hay (31.3%) and Summerfield (30.6%) wards.</p> <p>(See section 5 for more details)</p>	Health	Age, sex, pregnancy and maternity.	<ul style="list-style-type: none"> Effectively manage the transition of the School Nurse and Health Visiting commissioning responsibility to the local authority. Review Health Visitor specification as part of the Best Start strategy to maximise effectiveness of this crucial role, particularly for hard to reach groups. Commissioners to work across the Children’s Strategic Partnership to improve outcomes.
3.	<p>The reconfiguring of current resources for early years may result in some families finding it more difficult to access early years provision.</p> <p>Lichfield has four centres proposed to be transferred to schools (section 1.2 – 3 for more info). This is the</p>	Both	Age, sex, disability, pregnancy and maternity	<ul style="list-style-type: none"> If the proposals are approved ensure that as part of any transfer agreements specify the use of the resource to support early years and education outcomes. Commissioners to ensure that families can access services from a a range of appropriate venues that are , including the

	<p>majority of sites in the District.</p> <p>Lichfield is a rural-50, and there are some areas where transport and access may be more difficult.</p>			<p>family home.</p> <ul style="list-style-type: none"> Commissioners to ensure information, advice and guidance is accessible for all and has a locality focus. If the proposals are approved transfer agreements with schools will specify the use of the resource to support early years and education outcomes.
4.	<p>If there is not enough quality childcare placements, parents of children who need to work may be disadvantaged economically, further exacerbating educational inequality.</p> <p>Lichfield has the fewest number of households in the 30% most deprived areas of the County (also known as Lower Super Output Areas – LSOAs). However the wards of Summerfield, Chasetown in Burntwood and Chadsmead in North Lichfield have a high number of under 5s children living in a 0-30% area of deprivation.</p>	Both	Age, sex, pregnancy and maternity, low income families, working parents, parents in education or training	<ul style="list-style-type: none"> Continue to work with Entrust to ensure sufficient places are available and of a high quality. Engage with local members and partners to support promotion of uptake of free childcare places Continue to develop more childcare placements for 2 year olds from low income families through the Think 2 programme, including exploring whether venues at schools can be used for childcare.
5.	<p>IAG is not inclusive and is not tailored for people with physical and sensory disabilities or SEN, or for people whose first language is not English, leading to misinformation and confusion.</p> <p>Lichfield has a small BME community relative to the national averages. It is therefore important to ensure that these communities are supported appropriately to</p>	Both	All, in particular disability (including those with sensory and learning disabilities) and race, (particularly any BME groups where English is an additional language).	<ul style="list-style-type: none"> Commissioners to ensure our IAG strategy enables families to access the appropriate information for their needs Actively publicise any changes and ensure information, advice and guidance is as accessible to all groups as practicable, offering different languages, easy read versions of documents and clear formats etc.

<p>reduce potential isolation (see section 4 for more details).</p> <p>There are a number of groups for children and families with physical, sensory and learning disabilities, in particular particularly at Springhill and Charnwood .</p>			<ul style="list-style-type: none"> • If the proposals are approved provide information in a variety of languages, formats, (including hard copies, easy read and Braille etc) and make available at a variety of local community centres (e.g. community halls, temples, mosques, libraries etc).
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Area 2: Extra support for those in need

<p>6.</p>	<p>Changes to the early help offer may result in some families not having access to the services they require to remain independent.</p> <p>Families First arrangements to provide supervised access for families are disrupted by property changes.</p> <p>It is proposed that Charnwood Primary School site will continue to be used as a Family Hub and Boney Hay will be considered for alternative use (see sections 1.2-3 for more details).</p>	<p>Both</p>	<p>All, particularly those with disabilities, rurally isolated and low income families.</p>	<ul style="list-style-type: none"> • If the proposals are approved, the District Co-ordinator to work with partners in each district, to ensure that the Best Start Offer is accessible and inclusive of diverse communities. • A transition plan is in place with Families First to ensure that this is not a consequence of the proposals. • Ensure that areas with highest needs and particularly those families living in the most deprived areas are considered fully in implementing the new model. • If the proposals are approved ensure the District Co-ordinator ensures that effective partnership working arrangements are in place. • Utilise the live birth data, now available to SCC, to target families living in the 0-30% most deprived areas. • If the proposals are approved ensure provision is available to retain the required usage of both Charnwood and Springhill Children’s Centres to deliver
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				the supervised contact visits which have been required to date.
7.	<p>Some families from different ethnic and cultural backgrounds may be affected by any changes to current early years offer and review of current contracted services.</p> <p>Lichfield has a small BME community relative to the national averages. It is therefore important to ensure that these communities are supported appropriately to reduce potential isolation (see section 4 for more details).</p> <p>Willows Children’s Centre in North Lichfield has hosted an community run ‘International Women’s Group’ for over 4 years for under 5s and mothers whose home language and culture is from outside the UK, particularly Eastern Europe and Asia.</p>	Equalities	Race, religion and belief	<ul style="list-style-type: none"> • If the proposals are approved ensure all groups of children and families are considered and engaged with to ensure sufficient access to a culturally appropriate offer . • If the proposals are approved build equality/diversity requirements into contracts and specifications to ensure that diverse needs are addressed and services are accessible.

7. Implications for staff:

There are no staff employed by SCC delivering the existing service in this District as such there are no staffing implications for Staffordshire County Council. The existing service is delivered by an external organisation. Should the service delivery provider change as a result of this proposal this could result in TUPE – Transfer of Undertaking and Protection of Employment (from one provider to another), if the service provision is similar in nature.

8. Rural considerations:

Staffordshire has a significant rural population, and as such the proposals must take into consideration the needs of children and families who live in rural communities. Lichfield is classified by DEFRA’s 2001 Rural-Urban Definition¹⁷ as a rural-50 area.

¹⁷ DEFRA, 2001. *2001 Rural Urban Definition, LA Classification and other geographies*.
<https://www.gov.uk/government/statistics/2001-rural-urban-definition-la-classification-and-other-geographies>

This means that Lichfield has areas of rurality that must be considered when implementing the proposals put forward by the Best Start review (if approved by Cabinet) to ensure no residents are disadvantaged in accessing support.

9. Implications for climate change:

The climate change implications of the proposal can largely only be understood through close and individual-level working that would follow the Cabinet decision if approved, for example in the details around use of buildings or other community resources. However, it is not expected that there would be significant implications.

10. Monitoring and review

The actions set out by this Community Impact Assessment to mitigate any equalities and health impacts of the Best Start proposals will need to be monitored with regards to the performance of the identified mitigating actions. This will need to take place through the Children's Improvement Board and Early Years Advisory Board as the key partnership forum.