

EQIA Submission Draft Working Template

If required, this template is for use prior to completing your EQIA Submission in the EQIA App.

You can use it to understand what information is needed beforehand to complete an EQIA submission online, and also as a way to collaborate with others who may be involved with the EQIA.

Note: You can upload this into the App when complete if it contains more detailed information than the App asks for and you wish to retain this detail.

Section A

1. Name of Activity (EQIA Title):	<i>Change of use of Garlinge Children's Centre</i>
2. Directorate	CYPE
3. Responsible Service/Division	Education and planning

Accountability and Responsibility

4. Officer completing EQIA Note: This should be the name of the officer who will be submitting the EQIA onto the App.	Hema Birdi
5. Head of Service Note: This should be the Head of Service who will be approving your submitted EQIA.	Marisa White
6. Director of Service Note: This should be the name of your responsible director.	Christine McInness

The type of Activity you are undertaking

7. What type of activity are you undertaking?	
Tick if Yes	Activity Type
Yes	Service Change – <i>operational changes in the way we deliver the service to people.</i>
	Service Redesign – <i>restructure, new operating model or changes to ways of working</i>
	Project/Programme – <i>includes limited delivery of change activity, including partnership projects, external funding projects and capital projects.</i>
	Commissioning/Procurement – <i>means commissioning activity which requires commercial judgement.</i>
	Strategy /Policy – <i>includes review, refresh or creating a new document</i>
	Other – Please add details of any other activity type here.

8. Aims and Objectives and Equality Recommendations – Note: You will be asked to give a brief description of the aims and objectives of your activity in this section of the App, along with the Equality recommendations. You may use this section to also add any context you feel may be required.

This EqIA assesses the impact of a proposed move of Children's Centre services from Garlinge Children's Centre to Birchington Children's Centre.

Garlinge Children's Centre offers services to families with children from pregnancy to aged 8 years working closely with

community partners. Garlinge Children's Centre is part of a network of Children's Centres in Thanet.

The centre offers services including Early Years groups, Health Visiting and Midwifery services, and Adult Education courses. Early Childhood services are delivered in an integrated way on site or through outreach services. Support can include the provision of advice and assistance to access services.

The core purpose of Children's Centres is to improve outcomes for young children and their families and reduce inequalities, particularly for those families in greatest need of support and their peers in:

- Child development and school readiness
- Parenting aspirations and parenting skills
- Child and family health and life chances

From 11 March to 6 May 2020, Kent County Council undertook a public consultation to establish a specialist resource provision (SRP) for children with Autistic Spectrum Disorder (ASD) at Garlinge Primary School. Currently Thanet does not have any such specialist provision for primary school aged children with ASD and the nearest primary schools with a provision are in Canterbury and Whitstable.

To develop the SRP at Garlinge Primary School it is proposed to make adaptations to Garlinge Children's Centre and move existing services to Birchington Children's Centre. Garlinge Children's Centre is a part time Children's Centre delivering early years groups, parenting support and health visiting services. The proposal would be to transfer the delivery of these services to Birchington Children's Centre. Birchington Children's Centre is a part time centre, and we would propose to open this centre full time to offer access to Garlinge Children's Centre users.

Birchington Children's Centre is able to offer comparative services to Garlinge Children's Centre and has a bigger outdoor area which allows more outdoor play opportunity.

The network of Thanet Children's Centres work closely together offering outreach support across Thanet. Outreach services including home visiting are an important aspect of Children's Centre services and ensure support is targeted at young children and families who are at risk of poor outcomes. The proposed changes will not affect the level of outreach support provided to families living within the catchment area of Garlinge Children's Centre.

Birchington Children's Centre and Garlinge Children's Centre support adjacent wards in West Thanet.

Within the Garlinge catchment area 16.8% of 0-15 year olds live in Income Deprived Households. This is lower than the Thanet average of 24.1% and comparable to the KCC average of 16.0% (2019 Indices of Multiple Deprivation, ONS 2019 Mid-Year Estimates).

Within the Garlinge catchment area 15.7% of Under 16's live In Poverty. This is lower than the Thanet average of 24.0% and the Kent average of 16.5% (HMRC, August 2016).

Garlinge Children's Centre catchment area has a population of 1604 children from 0-8 year old. Garlinge reached 1178 individuals in 2019* and Birchington Children's Centre reached 856 individuals, resulting in a combined reach for the two centres of 2034 individuals. The average reach for the main full time Children's Centre Hubs in Thanet was 2138 individuals in 2019*.

Therefore, it is proposed that the reach of opening Birchington Children's Centres as a Full-time hub would be able to absorb the current combined reach of Birchington and Garlinge Children's Centres.

Of the 1178 individuals reached by Garlinge Children's Centre in 2019*, 58% were registered to a different Children's Centre. From the 58% of individuals reached that were registered to another Children's Centre, 45% were registered to one of the two closest Children's Centres, Birchington and Six Bells Children's Centres.

This proposal is expected to affect:

- Children and Families
- Health Visiting and Midwives delivering from Garlinge Children’s Centre
- Adult Education providers delivering from Garlinge Children’s Centre

*Data from January to October 2019 due to change in systems, which includes all children and adults reached.

Section B – Evidence

Note: For questions 9, 10 & 11 at least one of these must be a 'Yes'. You can continue working on the EQIA in the App, but you will not be able to submit it for approval without this information.

9. Do you have data related to the protected groups of the people impacted by this activity? <i>Answer: Yes/No</i>	Yes
10. Is it possible to get the data in a timely and cost effective way? <i>Answer: Yes/No</i>	Yes
11. Is there national evidence/data that you can use? <i>Answer: Yes/No</i>	Yes
12. Have you consulted with Stakeholders? <i>Answer: Yes/No</i> <i>Stakeholders are those who have a stake or interest in your project which could be residents, service users, staff, members, statutory and other organisations, VCSE partners etc.</i>	Yes
13. Who have you involved, consulted and engaged with? <i>Please give details in the box provided. This may be details of those you have already involved, consulted and engaged with or who you intend to do so with in the future. If the answer to question 12 is 'No', please explain why.</i>	

An education consultation to establish the specialist resource provision for ASD at Garlinge Primary school was held from the 11 March to 6 May 2020. The consultation was distributed to the following groups:

- All Parents/Carers, Governors and Members of Staff at Garlinge Primary School and Nursey
- All schools in the Thanet District.
- Local Clinical Commissioning Group
- Local library
- Elected representatives.
- Diocesan Authorities
- Other interested parties.

The consultation was published on the Kent County Council website and on the school’s own website.

Children’s Centre staff working and based from the centre have been engaged on this proposal on the 27 September 2021 and a Local Member has been engaged on this proposal on the 27 September 2021.

On 29 September 2021, an 8-week consultation launched about the proposal to change the use of the children's centre building. The consultation will be open to all, but in particular it will be promoted to the following in order to understand the impacts of the proposal on:

- Children's centre users
- Parents/carers at Garlinge School
- Partner organisations

14. Has there been a previous equality analysis (EQIA) in the last 3 years? Answer: Yes/No

No

15. Do you have evidence/data that can help you understand the potential impact of your activity? Answer: Yes/No

Yes

Uploading Evidence/Data/related information into the App

Note: At this point, you will be asked to upload the evidence/ data and related information that you feel should sit alongside the EQIA that can help understand the potential impact of your activity. Please ensure that you have this information to upload as the Equality analysis cannot be sent for approval without this.



109204_Garlinge_R No Clients Reached Garlinge Children's eachData_2017-2019by District and DelivCentre - Demograph

Section C – Impact

16. Who may be impacted by the activity? Select all that apply.

Service users/clients
Answer: Yes/No

Yes

Residents/Communities/Citizens
Answer: Yes/No

No

Staff/Volunteers
Answer: Yes/No

Yes

17. Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing? Answer: Yes/No

Yes

18. Please give details of Positive Impacts

Currently there are no specialist resource provisions for children with ASD in Thanet and the closest primary schools which do have a specialist resource provision for ASD are in Canterbury and Whitstable.

An EqIA was produced for the education consultation for the establishment of the SRP at Garlinge Primary School and it identified the following positive impacts.

- Children with ASD in the Thanet district will be able to attend provisions local to their homes.
- Children with ASD will be able to attend specialist provision in mainstream primary schools in Thanet.
- It is proposed that there will be two Specialist provisions for Primary school aged children with ASD established in the Thanet District.

Negative Impacts and Mitigating Actions

The questions in this section help to think through positive and negative impacts for people affected by your

activity. Please use the Evidence you have referred to in Section B and explain the data as part of your answer.

19. Negative Impacts and Mitigating actions for Age

a) Are there negative impacts for age? Answer: Yes/No (If yes, please also complete sections b, c, and d).

b) Details of Negative Impacts for Age

Garlinge age profile reached in 2019* was:

Age	Reach (individuals)
0	198
1	96
2	128
3	53
4	32
5	22
6	22
7	19
8	12
9 – 12 years	24
13 - 18 years	7
19 +	565

*Data from January to October 2019 due to change in systems.

The main age range of children accessing Garlinge was 0-2 years. Children, young people and parents would need to travel further to access Children's Centre services and may experience a longer journey time.

This may particularly impact parents/carers with babies or young children if they usually walk or rely on public transport.

c) Mitigating Actions for age

The children and families can access the same services at their closest Children's Centres (Birchington and Six Bells Children's Centres) or any other Children's Centre in Thanet.

Families targeted with additional or outreach support will continue to receive the same level of service.

Families will also be able to access virtual Children's Centre services.

d) Responsible Officer for Mitigating Actions - Age

Hema Birdi

20. Negative Impacts and Mitigating actions for Disability

a) Are there negative impacts for Disability?

Answer: Yes/No (If yes, please also complete sections

No

<p><i>b, c, and d).</i></p> <p>b) Details of Negative Impacts for Disability</p>	<p>From the 2019 reach data for Garlinge, 97.6% of individuals reach did not record as having a disability.</p> <p>Parents with disabilities may find it harder to access services at Birchington or Six Bells Children’s Centres due to the additional travel distance.</p>													
<p>c) Mitigating Actions for Disability</p>	<p>The children and families can access the same services at their closest Children’s Centres (Birchington and Six Bells Children’s Centres) or any other Children’s Centre in Thanet.</p> <p>Families targeted with additional or outreach support will continue to receive the same level of service.</p> <p>Families will also be able to access virtual Children’s Centre services.</p>													
<p>d) Responsible Officer for Mitigating Actions - Disability</p>	<p>Hema Birdi</p>													
<p>21. Negative Impacts and Mitigating actions for Sex</p>														
<p>a) Are there negative impacts for Sex? Answer: Yes/No (If yes, please also complete sections b, c, and d).</p>	<p>No</p>													
<p>b) Details of Negative Impacts for Sex</p>	<p>From the 2019 population data for Garlinge catchment area, for the 0-8 population has a slightly higher number of males (824 males, 780 females) and for the whole population this pattern reverses and the number of females is a little higher than males (8273 males, 8685 females).</p> <p>Garlinge sex profile reached in 2019* shows more adult females have been reached than males:</p> <table border="1" data-bbox="820 1568 1509 1789"> <thead> <tr> <th>Age</th> <th>Sex</th> <th>Reach (individuals)</th> </tr> </thead> <tbody> <tr> <td rowspan="2">0 – 18 years</td> <td>Male</td> <td>332</td> </tr> <tr> <td>Female</td> <td>281</td> </tr> <tr> <td rowspan="2">19+</td> <td>Male</td> <td>48</td> </tr> <tr> <td>Female</td> <td>517</td> </tr> </tbody> </table> <p>*Data from January to October 2019 due to change in systems.</p> <p>Female adults would be disproportionately impacted by the proposed changes.</p>	Age	Sex	Reach (individuals)	0 – 18 years	Male	332	Female	281	19+	Male	48	Female	517
Age	Sex	Reach (individuals)												
0 – 18 years	Male	332												
	Female	281												
19+	Male	48												
	Female	517												

<p>c) Mitigating Actions for Sex</p>	<p>The children and families can access the same services at their closest Children’s Centres (Birchington and Six Bells Children’s Centres) or any other Children’s Centre in Thanet.</p> <p>Families targeted with additional or outreach support will continue to receive the same level of service.</p> <p>Families will also be able to access virtual Children’s Centre services.</p>
<p>d) Responsible Officer for Mitigating Actions - Sex</p>	<p>Hema Birdi</p>
<p>22. Negative Impacts and Mitigating actions for Gender identity/transgender</p>	
<p>a) Are there negative impacts for Gender identity/transgender? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	<p>No.</p> <p>There is no data available to be able to identify any impact related to gender reassignment.</p>
<p>b) Details of Negative Impacts for Gender identity/transgender</p>	
<p>c) Mitigating actions for Gender identity/transgender</p>	
<p>d) Responsible Officer for Mitigating Actions - Gender identity/transgender</p>	
<p>23. Negative Impacts and Mitigating actions for Race</p>	
<p>a) Are there negative impacts for Race? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	<p>Yes</p>
<p>b) Details of Negative Impacts for Race</p>	<p>96.2% of the Garlinge catchment area is White English/ Welsh/ Scottish/ Northern Irish/ British. The largest other ethnic group is Other White recorded as 2.5%. (2011 Census, ONS).</p> <p>97.2% of the catchment area population use English as their main language. From the remaining 2.8% of the Garlinge population, the largest proportion is shown to be Other European Language (EU). (2011 Census, ONS).</p>

	<p>Garlinge ethnicity reached in 2019* shows that 2.8% of the population reached were from the category “Any Other White Background” with Polish language being the most spoken.</p> <p>Garlinge Children’s Centre held a popular weekly support group for families where English was not their main language.</p> <p>For local families where English is not their main language, they may experience communication barriers that limit their ability to find and attend other Children’s Centres services.</p>
<p>c) Mitigating Actions for Race</p>	<p>Children’s Centres will work closely with Garlinge school and local health partners to ensure affected families are identified and offered relevant services at their most local centre or setting.</p> <p>Children’s Centre staff will provide accessible information for those families wishing to access other Children’s Centre services within Thanet.</p>
<p>d) Responsible Officer for Mitigating Actions - Race</p>	<p>Hema Birdi, Marisa White</p>
<p>24. Negative Impacts and Mitigating actions for Religion and belief</p>	
<p>a) Are there negative impacts for Religion and Belief? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	<p>No.</p> <p>There is no data available to be able to identify any impact related to religion and belief.</p>
<p>b) Details of Negative Impacts for Religion and belief</p>	
<p>c) Mitigating Actions for Religion and belief</p>	
<p>d) Responsible Officer for Mitigating Actions - Religion and belief</p>	
<p>25. Negative Impacts and Mitigating actions for Sexual Orientation</p>	
<p>a) Are there negative impacts for sexual orientation.</p>	

<p><i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	<p>No.</p> <p>There is no data available to be able to identify any impact related to religion and belief.</p>
<p>b) Details of Negative Impacts for Sexual Orientation</p>	
<p>c) Mitigating Actions for Sexual Orientation</p>	
<p>d) Responsible Officer for Mitigating Actions - Sexual Orientation</p>	
<p>26. Negative Impacts and Mitigating actions for Pregnancy and Maternity</p>	
<p>a) Are there negative impacts for Pregnancy and Maternity? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i></p>	<p>No.</p> <p>There is no data available to be able to identify any impact related to pregnancy and maternity. .</p>
<p>b) Details of Negative Impacts for Pregnancy and Maternity</p>	<p>Pregnant families would need to travel further to access Children's Centre services and may experience a longer journey time.</p> <p>This may particularly impact parents/carers who also have with babies or young children if they usually walk or rely on public transport.</p>
<p>c) Mitigating Actions for Pregnancy and Maternity</p>	<p>The children and families can access the same services at their closest Children's Centres (Birchington and Six Bells Children's Centres) or any other Children's Centre in Thanet.</p> <p>Families targeted with additional or outreach support will continue to receive the same level of service.</p> <p>Families will also be able to access virtual Children's Centre services.</p>
<p>d) Responsible Officer for Mitigating Actions -</p>	

Pregnancy and Maternity	
27. Negative Impacts and Mitigating actions for marriage and civil partnerships	
a) Are there negative impacts for Marriage and Civil Partnerships? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No. There is no data available to be able to identify any impact related to marriage and civil partnerships.
b) Details of Negative Impacts for Marriage and Civil Partnerships	
c) Mitigating Actions for Marriage and Civil Partnerships	
d) Responsible Officer for Mitigating Actions - Marriage and Civil Partnerships	
28. Negative Impacts and Mitigating actions for Carer's responsibilities	
a) Are there negative impacts for Carer's responsibilities? <i>Answer: Yes/No (If yes, please also complete sections b, c, and d).</i>	No. There is no data available to be able to identify any impact related to Carer's responsibilities. .
b) Details of Negative Impacts for Carer's Responsibilities	Carers may experience a negative impact if the changes to service location do not enable them to access services due to their working patterns.
c) Mitigating Actions for Carer's responsibilities	Children's Centre services across Thanet offer activities at different times and days in each location. Families targeted with additional or outreach support will continue to receive the same level of service. Families will also be able to access virtual Children's Centre services.
d) Responsible Officer for Mitigating Actions - Carer's Responsibilities	