

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Early Years Health And Wellbeing Service
<b>Directorate</b>	People
<b>Service Area</b>	Children - Commissioning & Performance
<b>Type</b>	New/Proposed Function
<b>EA Summary</b>	A new model for the delivery of the integrated Early Years Health and Wellbeing service has been recommended for contract award via the Cabinet approval route. This EA is first stage to confirm the potential impacts of the decision if approved and that will progress to full detailed analysis when the Cabinet decision is in the public arena.
<b>Reference Number</b>	EA001956
<b>Task Group Manager</b>	john.freeman@birmingham.gov.uk
<b>Task Group Member</b>	
<b>Senior Officer</b>	pip.mayo@birmingham.gov.uk
<b>Quality Control Officer</b>	charles.ashton-gray@birmingham.gov.uk

### Introduction

The report records the information that has been submitted for this equality analysis in the following format.

#### **Initial Assessment**

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

#### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## 1 Activity Type

The activity has been identified as a New/Proposed Function.

## 2 Initial Assessment

### 2.1 Purpose and Link to Strategic Themes

#### **What is the purpose of this Function and expected outcomes?**

The new Early Years health and Wellbeing service has been designed and procured to achieve the Council's statement of purpose and commitment:

"Every parent wants the best for their children. We want to support this by providing every child living in Birmingham with an equal chance to have a really good start in life. Birmingham City Council feels this will be achieved if every child has a good level of development when they start school. Early Years Services are provided to support parents from the time a child is conceived up until the age of 5. How well a child does in their early years has a huge impact on how they do in the rest of their lives."

The overarching aims of the new service model are to:

- . Increase the number of children assessed as having reached a good level of development by the time they start school
- . Ensure every child has an equal chance to have a good start in life by tackling the inconsistencies between outcomes for different children
- . Ensure that children are protected from significant harm and their development and wellbeing are promoted.
- . Promote take up of Early Education Services

The Cabinet Report recommends awarding the contract to the provider who submitted the tender judged to be the best at delivering the required outcomes in terms of quality, price and social value.

**For each strategy, please decide whether it is going to be significantly aided by the Function.**

Children: A Safe And Secure City In Which To Learn And Grow	Yes
Health: Helping People Become More Physically Active And Well	Yes
Housing : To Meet The Needs Of All Current And Future Citizens	Yes
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

### 2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

### 2.3 Relevance Test

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Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	Yes
Disability	Relevant	Yes
Gender	Relevant	Yes
Gender Reassignment	Relevant	Yes
Marriage Civil Partnership	Relevant	Yes
Pregnancy And Maternity	Relevant	Yes
Race	Relevant	Yes
Religion or Belief	Relevant	Yes
Sexual Orientation	Relevant	Yes

## 2.4 Analysis on Initial Assessment

The recommendation to award the contract for the Early Years Health and Wellbeing Service in line with the outcomes of the procurement process represents a key stage in transforming the way early years services are delivered in Birmingham.

Care will need to be taken during the mobilisation phase to ensure that as services transform adverse consequences for children, families, staff and communities are identified and mitigated. It is expected that the new service will extend current reach and improve outcomes for families with children aged 5 and under.

A full assessment will commence at the point of the Cabinet Report being approved. The task group will include representatives from key partner agencies including health, education, early years and children's services.

### 3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

#### 3.1 Age - Assessment Questions

##### 3.1.1 Age - Relevance

Age	Relevant
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##### 3.1.2 Age - Impact

Describe how the Function meets the needs of Individuals of different ages?

Do you have evidence to support the assessment?	Not Answered Yet
You may have evidence from more than one source. If so, does it present a consistent view?	Not Answered Yet

##### 3.1.3 Age - Consultation

Have you obtained the views of Individuals of different ages on the impact of the Function?	Not Answered Yet
Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different ages?	Not Answered Yet
Is a further action plan required?	Not Answered Yet

##### 3.1.4 Age - Additional Work

Do you need any more information or to do any more work to complete the assessment?	Not Answered Yet
Do you think that the Function has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age?	Not Answered Yet
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Not Answered Yet

## 3.2 Disability - Assessment Questions

### 3.2.1 Disability - Relevance

Disability	Relevant
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### 3.2.2 Disability - Impact

**Describe how the Function meets the needs of Individuals with a disability?**

Do you have evidence to support the assessment?	Not Answered Yet
You may have evidence from more than one source. If so, does it present a consistent view?	Not Answered Yet

### 3.2.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Function?	Not Answered Yet
Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals with a disability?	Not Answered Yet
Is a further action plan required?	Not Answered Yet

### 3.2.4 Disability - Additional Work

Do you need any more information or to do any more work to complete the assessment?	Not Answered Yet
Do you think that the Function has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	Not Answered Yet
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Not Answered Yet
Do you think that the Function will take account of disabilities even if it means treating Individuals with a disability more favourably?	Not Answered Yet
Do you think that the Function could assist Individuals with a disability to participate more?	Not Answered Yet
Do you think that the Function could assist in promoting positive attitudes to Individuals with a disability?	Not Answered Yet

### **3.3 Religion or Belief - Assessment Questions**

#### **3.3.1 Religion or Belief - Relevance**

Religion or Belief	Relevant
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#### **3.3.2 Religion or Belief - Impact**

**Describe how the Function meets the needs of Individuals of different religions or beliefs?**

Do you have evidence to support the assessment?	Not Answered Yet
You may have evidence from more than one source. If so, does it present a consistent view?	Not Answered Yet

#### **3.3.3 Religion or Belief - Consultation**

Have you obtained the views of Individuals of different religions or beliefs on the impact of the Function?	Not Answered Yet
Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different religions or beliefs?	Not Answered Yet
Is a further action plan required?	Not Answered Yet

#### **3.3.4 Religion or Belief - Additional Work**

Do you need any more information or to do any more work to complete the assessment?	Not Answered Yet
Do you think that the Function has a role in preventing Individuals of different religions or beliefs being treated differently, in an unfair or inappropriate way, just because of their religion or belief?	Not Answered Yet
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Not Answered Yet

### 3.4 Gender - Assessment Questions

#### 3.4.1 Gender - Relevance

Gender	Relevant
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#### 3.4.2 Gender - Impact

**Describe how the Function meets the needs of Men and women?**

Do you have evidence to support the assessment?	Not Answered Yet
You may have evidence from more than one source. If so, does it present a consistent view?	Not Answered Yet

#### 3.4.3 Gender - Consultation

Have you obtained the views of Men and women on the impact of the Function?	Not Answered Yet
Have you obtained the views of relevant stakeholders on the impact of the Function on Men and women?	Not Answered Yet
Is a further action plan required?	Not Answered Yet

#### 3.4.4 Gender - Additional Work

Do you need any more information or to do any more work to complete the assessment?	Not Answered Yet
Do you think that the Function has a role in preventing Men and women being treated differently, in an unfair or inappropriate way, just because of their gender?	Not Answered Yet

### 3.5 Gender Reassignment - Assessment Questions

#### 3.5.1 Gender Reassignment - Relevance

Gender Reassignment	Relevant
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#### 3.5.2 Gender Reassignment - Impact

**Describe how the Function meets the needs of Individuals who have undergone or are intending to undergo gender reassignment?**

Do you have evidence to support the assessment?	Not Answered Yet
You may have evidence from more than one source. If so, does it present a consistent view?	Not Answered Yet

#### 3.5.3 Gender Reassignment - Consultation

Have you obtained the views of Individuals who have undergone or are intending to undergo gender reassignment on the impact of the Function?	Not Answered Yet
Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals who have undergone or are intending to undergo gender reassignment?	Not Answered Yet
Is a further action plan required?	Not Answered Yet

#### 3.5.4 Gender Reassignment - Additional Work

Do you need any more information or to do any more work to complete the assessment?	Not Answered Yet
Do you think that the Function has a role in preventing Individuals who have undergone or are intending to undergo gender reassignment being treated differently, in an unfair or inappropriate way, just because of their gender reassignment?	Not Answered Yet
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Not Answered Yet



### **3.6 Marriage Civil Partnership - Assessment Questions**

#### **3.6.1 Marriage Civil Partnership - Relevance**

Marriage & Civil Partnership.	Relevant
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#### **3.6.2 Marriage Civil Partnership - Impact**

**Describe how the Function meets the needs of Individuals who are married or in civil partnerships?**

Do you have evidence to support the assessment?	Not Answered Yet
You may have evidence from more than one source. If so, does it present a consistent view?	Not Answered Yet

#### **3.6.3 Marriage Civil Partnership - Consultation**

Have you obtained the views of Individuals who are married or in civil partnerships on the impact of the Function?	Not Answered Yet
Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals who are married or in civil partnerships?	Not Answered Yet
Is a further action plan required?	Not Answered Yet

#### **3.6.4 Marriage Civil Partnership - Additional Work**

Do you need any more information or to do any more work to complete the assessment?	Not Answered Yet
Do you think that the Function has a role in preventing Individuals who are married or in civil partnerships being treated differently, in an unfair or inappropriate way, just because of their marriage civil partnership?	Not Answered Yet
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Not Answered Yet

### **3.7 Pregnancy And Maternity - Assessment Questions**

#### **3.7.1 Pregnancy And Maternity - Relevance**

Pregnancy & Maternity	Relevant
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#### **3.7.2 Pregnancy And Maternity - Impact**

**Describe how the Function meets the needs of Pregnant women or those who are on maternity leave?**

Do you have evidence to support the assessment?	Not Answered Yet
You may have evidence from more than one source. If so, does it present a consistent view?	Not Answered Yet

#### **3.7.3 Pregnancy And Maternity - Consultation**

Have you obtained the views of Pregnant women or those who are on maternity leave on the impact of the Function?	Not Answered Yet
Have you obtained the views of relevant stakeholders on the impact of the Function on Pregnant women or those who are on maternity leave?	Not Answered Yet
Is a further action plan required?	Not Answered Yet

#### **3.7.4 Pregnancy And Maternity - Additional Work**

Do you need any more information or to do any more work to complete the assessment?	Not Answered Yet
Do you think that the Function has a role in preventing Pregnant women or those who are on maternity leave being treated differently, in an unfair or inappropriate way, just because of their pregnancy and maternity?	Not Answered Yet
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Not Answered Yet

### 3.8 Race - Assessment Questions

#### 3.8.1 Race - Relevance

Race	Relevant
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#### 3.8.2 Race - Impact

**Describe how the Function meets the needs of Individuals from different ethnic backgrounds?**

Do you have evidence to support the assessment?	Not Answered Yet
You may have evidence from more than one source. If so, does it present a consistent view?	Not Answered Yet

#### 3.8.3 Race - Consultation

Have you obtained the views of Individuals from different ethnic backgrounds on the impact of the Function?	Not Answered Yet
Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals from different ethnic backgrounds?	Not Answered Yet
Is a further action plan required?	Not Answered Yet

#### 3.8.4 Race - Additional Work

Do you need any more information or to do any more work to complete the assessment?	Not Answered Yet
Do you think that the Function has a role in preventing Individuals from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their ethnicity?	Not Answered Yet
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Not Answered Yet

### 3.9 Sexual Orientation - Assessment Questions

#### 3.9.1 Sexual Orientation - Relevance

Sexual Orientation	Relevant
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#### 3.9.2 Sexual Orientation - Impact

**Describe how the Function meets the needs of Individuals of different sexual orientations?**

Do you have evidence to support the assessment?	Not Answered Yet
You may have evidence from more than one source. If so, does it present a consistent view?	Not Answered Yet

#### 3.9.3 Sexual Orientation - Consultation

Have you obtained the views of Individuals of different sexual orientations on the impact of the Function?	Not Answered Yet
Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different sexual orientations?	Not Answered Yet
Is a further action plan required?	Not Answered Yet

#### 3.9.4 Sexual Orientation - Additional Work

Do you need any more information or to do any more work to complete the assessment?	Not Answered Yet
Do you think that the Function has a role in preventing Individuals of different sexual orientations being treated differently, in an unfair or inappropriate way, just because of their sexual orientation?	Not Answered Yet
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Not Answered Yet

### **3.10 Concluding Statement on Full Assessment**

#### **4 Review Date**

28/04/17

#### **5 Action Plan**

There are no relevant issues, so no action plans are currently required.

Work In Progress