

MUNICIPAL YEAR 2015/2016 REPORT NO.

ACTION TO BE TAKEN UNDER DELEGATED AUTHORITY:

PORTFOLIO DECISION OF:

Cabinet Member for
Public Health & Sport

REPORT OF:

Chief Executive

Agenda – Part:	Item:
Subject: Enfield Community Wellbeing Fund 2016-2017 (Non-Key Decision)	
Wards: All	
Cabinet Member consulted: Cllr Nneka Keazor	

Contact officer: Shaun Rogan 020 8379 3836 or e-mail shaun.rogan@enfield.gov.uk

1. EXECUTIVE SUMMARY

Enfield Council recognises the crucial contribution that provision of support in our communities to promote healthy living, assist vulnerable groups towards employment, reduce social isolation and build greater community resilience can bring to address inequality and improve the lives of people in our borough.

As part of the Council's determination to actively assist and build the resilience of all of our communities in Enfield, a funding pot of £50,000 has been set aside from the 2015/2016 public health budget to provide this support in the Borough – the Enfield Community Wellbeing Fund (ECWF). This will be made available to VCS organisations in a competitive grants round.

The £50,000 fund is for projects to be delivered from January 2016 and is intended to build the resilience of our local communities in an inclusive and equal way. We have identified three areas of activity that we would like the fund to address to achieve this goal. These are:

- Promote positive health choices and encourage those in our most vulnerable communities to access services that can support them into healthy lifestyles
- To support those from our most vulnerable and excluded groups to access sustainable volunteering, training and employment opportunities
- Identify and develop the community champions who can help to build sustainability and resilience in our disadvantaged communities
- To address social isolation and foster greater community cohesion

The scheme will be a vehicle for funding projects that are likely to improve the social and/or economic well-being of the borough by creating stronger and more sustainable communities by addressing inequality and deprivation.

2. RECOMMENDATIONS

It is recommended that the following bids for funding from the following organisations under the scheme are approved:

One to One Enfield: £8,400

Christian Action Housing £5,210

Naree Shakti £7,520

Enfield Branch of the National Autistic Society £9,600

Enfield Health and Social Care Partnership £9,600

Enfield Island Village Youth Trust £9,600



3. BACKGROUND

- 3.1 Enfield Council recognises the crucial contribution that strong communities can make to the lives of people in our Borough. It is committed to building the resilience of our communities in our Borough to positively change our communities and make Enfield an even better place to live.

It recognises that community resilience is built by enabling individuals as well as organisations within our vulnerable and excluded communities to be given the tools to access opportunity, contribute fully to civic life and develop their own potential. It is by supporting the building of this community capacity that we can encourage people to feel a greater sense of place, to participate in civic life and to deliver stronger communities.

- 3.2 The Enfield Community Wellbeing Fund is making available up to £50,000 of funding under the Council's general power of competence to sponsor supporting activities in 2015/2016 for projects to be delivered between January 2016 and March 2017. We expect that as a result we will sponsor projects that promote healthy living, support vulnerable groups to access opportunities, address social isolation, build community resilience, address inequality and help create an Enfield that realises the key Council aims of a Borough dedicated to achieving **Fairness for All, Growth and Sustainability and Strong Communities**.

- 3.3 The fund is intended to build the resilience of our local communities – delivering support that through our local community organisations in an inclusive and equal way that will deliver stronger communities and create a better sense of place. It aims to empower residents, groups and organisations to promote or improve the social, economic or environmental well-being of their area to create stronger and more sustainable communities. In doing so this will address inequality and deprivation in line with the Council's strategic aims. We have identified four areas of outcome that we would like successful ECWF bids to address in this round to achieve this goal. These are:

- Promote positive health choices and encourage those in our most vulnerable communities to access services that can support them into healthy lifestyles
- To support those from our most vulnerable and excluded groups to access sustainable volunteering, training and employment opportunities
- Identify and develop the community champions who can help to build sustainability and resilience in our disadvantaged communities
- To address social isolation and foster greater community cohesion

These outcomes are viewed as essential to help achieve the objectives of the fund and build community resilience in Enfield, targeting support where it is most needed. It is an approach that contributes positively to sustaining and strengthening communities in the borough to create a resilient and vibrant Enfield where people have a strong sense of community and belonging, helping our residents reach their full potential.

- 3.4 Guidance and toolkit for the fund was developed by the Third Sector Development Team and a bidding window opened on 5th October 2015. All VCS organisations on the Council's database were informed of the opportunity. The bidding window closed on 3rd December 2015.
- 3.5 The Council received 44 bids totalling in excess of £400,000 by the deadline for receipt of applications. A two stage quality assurance process was initiated which saw 12 bids being shortlisted for consideration for funding through the scheme.
- 3.6 Of these 12 bids, 6 were identified as having the best strategic fit with the aims of the fund given the highly limited resources available with the public health budget. These were



agreed with the lead Member as being those most suitable for funding. These bids with summary descriptive paragraph are found at Appendix 1 to this report.

4. ALTERNATIVE OPTIONS CONSIDERED

4.1 Alternative options considered are:

- Not to commence with the Fund and hence not enact an agreed budgetary commitment.

5. REASONS FOR RECOMMENDATIONS

5.1 The recommendations are based on the commitment to achieve the 3 strategic aims of Enfield Council to support Fairness for All, Growth and Sustainability, and Stronger Communities and enact an agreed budgetary decision. Whilst considerable efforts have been made so far by the Council and its partners to build capacity in our communities and help people fulfil their potential there is still much inequality and deprivation in Enfield that needs to be addressed.

6. COMMENTS OF THE DIRECTOR OF FINANCE AND CORPORATE RESOURCES AND OTHER DEPARTMENTS

6.1 Financial Implications

The current ring-fenced Public Health grant for Enfield is £14.257m for 15/16, however, the Department of Health (DH) has been asked to deliver savings of £200 million nationally in the financial year 2015/16 through reductions to the Public Health Grant to local authorities. This will mean the grant is likely to be reduced by £1.1m, based on the DH consultation during the current financial year to £13.157m.

The Public Health grant is used for a number of mandatory and non-mandatory functions. The Enfield Community Wellbeing Fund is a non-mandatory function; however the Director of Public Health has approved this funding of £50,000 from the Public Health grant.

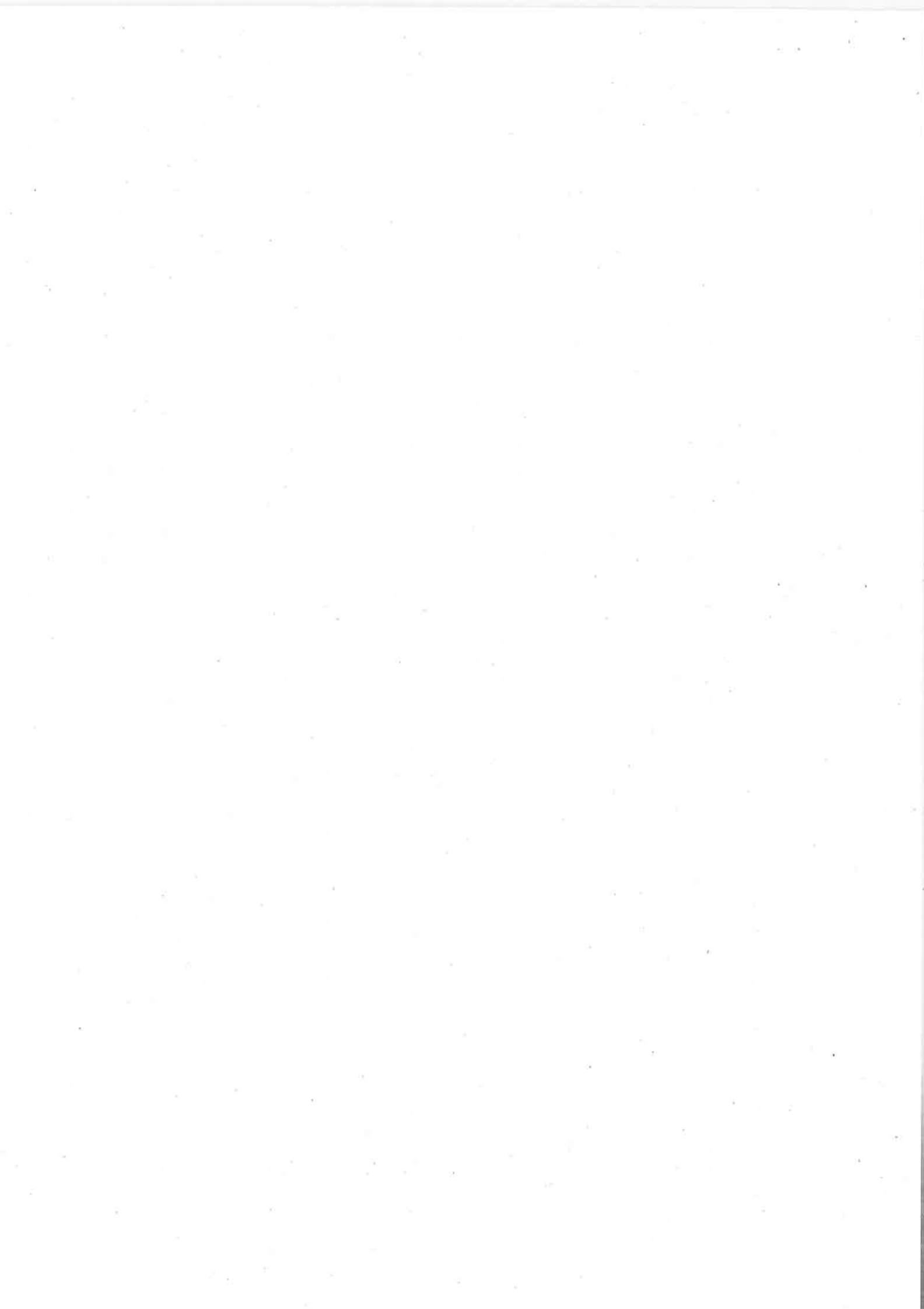
6.2 Legal Implications (for agreement)

6.2.1 The Council has power under section 1(1) of the Localism Act 2011 to do anything that individuals generally may do provided it is not prohibited by legislation and subject to Public Law principles. Providing grant in this way will assist in delivering services in the community in accordance with this report, which is in accordance with this power. There is no express prohibition, restriction or limitation contained in a statute against use of the power in this way.

6.2.2 The assessment and allocations of the grant must be carried out in a non-discriminatory, transparent, equal and proportionate way to ensure a competitive grants programme that is value for money. Where applicable the Council must ensure compliance with State Aid principles.

6.2.3 The grant agreements need to be in a form approved by the Assistant Director of Legal and Governance Services.

6.2.4 Equality Impact Assessments must be carried out with regards to the scheme and reviewed regularly.



6.3 Property Implications None

7. KEY RISKS (for agreement)

- 7.1 Where risks exist to project delivery they will be closely managed through robust performance management systems.
- 7.2 The importance of clear exit strategies cannot be over-estimated as there are no plans to renew the fund and there could be risk of adverse reputation in the local press should funding be expected in future years;
- 7.3 It is essential that there should be a clear audit trail for all expenditure in case of challenge.

8 IMPACT ON COUNCIL PRIORITIES

8.1 Fairness for All

- 8.1.1 The Fund is designed to build community resilience by providing support that can help to address inequality and deprivation in all of our communities, regardless of where they live.

8.2 Growth and Sustainability

- 8.2.1 The Fund will help create more sustainable communities by empowering residents in some of our most vulnerable and deprived groups to participate in civic life more actively, to contribute to civic life more fully, to assist them in accessing opportunity through sustainable projects aimed at enabling local people in all of our communities to more clearly and to gain the skills the necessary to improve their life chances.

8.3 Strong Communities

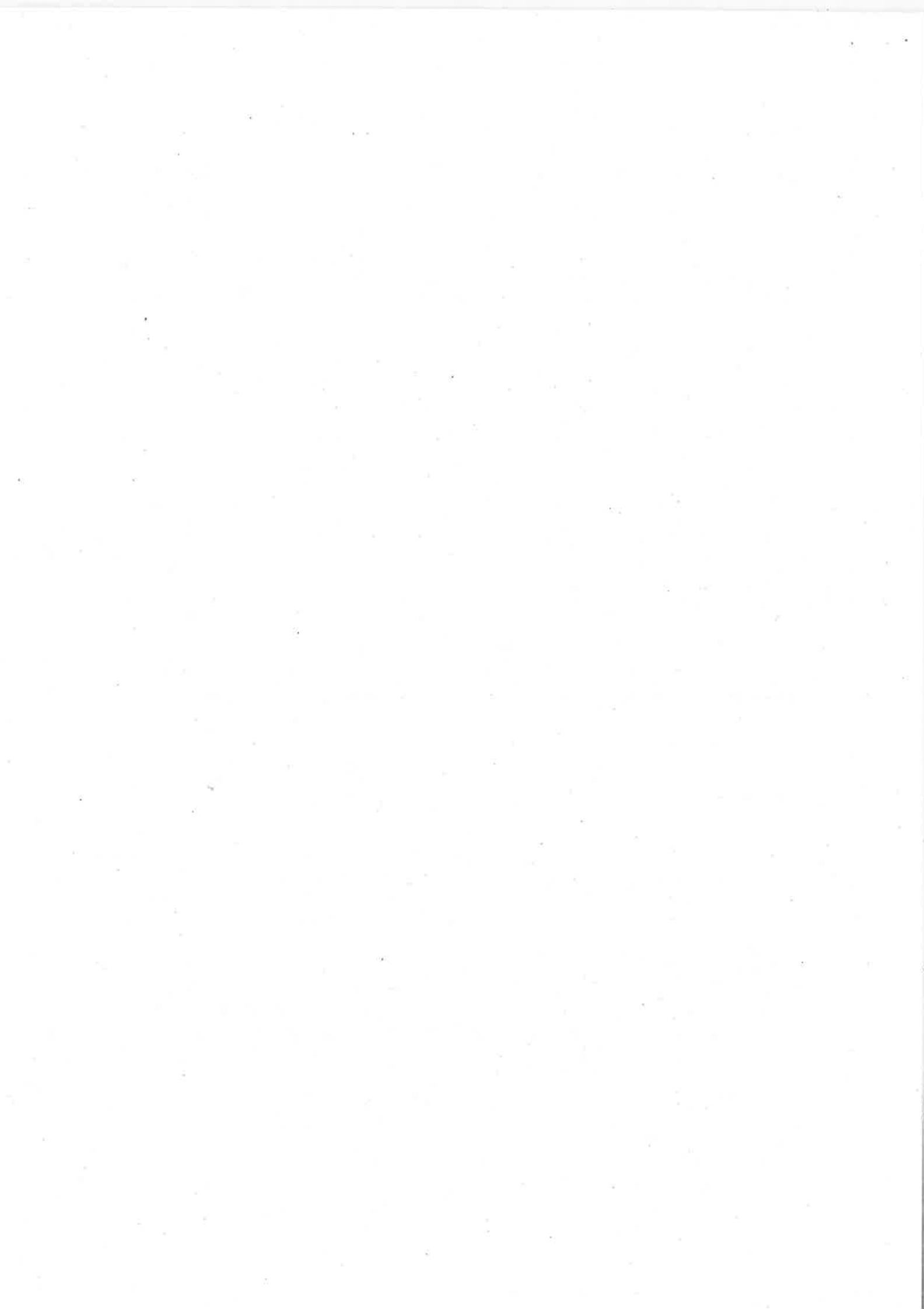
- 8.3.1 By empowering organisations and groups of individuals in Enfield to strengthen all of our communities and address inequality and deprivation, it is anticipated that the Enfield Community Wellbeing Fund will serve as a focal point for developing greater resilience within our local communities, strengthen civic pride and contribute to helping local people realise their potential

9 EQUALITIES IMPACT IMPLICATIONS

Applications for funding from the Enfield Community Wellbeing Fund (ECWF) are to be submitted by our local VCS organisations. Applications will need to demonstrate how they can support the Council's key aims of achieving Fairness for All, Growth and Sustainability and Strong Communities, and how they can build community resilience and address inequality. An EQIA Assessment has been undertaken on the ECWF as a whole and it has not identified any negative impact on our protected characteristic groups.

10 PERFORMANCE MANAGEMENT IMPLICATIONS

- 10.1 An effective and robust performance management system will be implemented based upon the best practice approach of the recent Enfield Community Capacity Building Fund.



11. HEALTH AND SAFETY IMPLICATIONS None

12. PUBLIC HEALTH IMPLICATIONS

The successful implementation of the fund will assist the Council in meeting its and its stakeholder partners ambitions as expressed in the Public Health Strategy by tackling issues pertaining both directly to and indirectly through the wider determinants of health.

Background Papers

Appendix 1: Summary of successful bids

Ref no. ECWB002 – One to One Enfield

Project title: 'Lets Get Out'

Approved funding amount: £8,400

Project summary: A sustainable volunteering project that will deliver support to our local residents who are managing life with learning difficulties living both independently and in residential care. The project will develop a befriending and support network that will enable them to participate more fully in civic and social life and will also present opportunities to ensure vulnerable persons overall wellbeing is monitored and if needed appropriate referrals/signposting/support to access services is given.

Ref no. ECWB012 – Christian Action Housing

Project title: 'Young, Homeless & Talented – developing a multi-media based social enterprise'

Approved funding amount: £5,210

Project summary: An innovative project to develop and deliver a sustainable multi-media based social enterprise involving some of our most vulnerable and excluded young people. The award represents a 30% contribution to the overall scheme cost of £17,525 and will enable the 'Young People First Service' to work with up to 120 of our most deprived young people in a phased programme that can engage them in an innovative way on terms they both understand and which interest them.

Ref no. ECWB016 – Naree Shakti

Project title: 'BME Dementia Awareness and Connection Project'

Approved funding amount: £7,520

Project summary: A project designed to increase dementia awareness to BME communities and create and sustain support networks and volunteering opportunities to support those affected by dementia.

Ref no. ECWB022 – Enfield Health and Social Care Partnership

Project title: 'Pilot Community Health Champion Role to Facilitate the Wellbeing of Enfield Residents'

Approved funding amount: £9,600

Project summary: A multi- stranded health outcomes driven project that will deliver improvements in some of our most deprived wards through a combination of encouraging greater levels of volunteering, signposting local people to local wellbeing services, create more local health champions, support activities that encourage greater community cohesion through health and social projects.

Ref no. ECWB024 – Enfield Branch of the National Autistic Society

Project title: "Enfield Social Support Group for Adults with High Functioning Autism"

Approved funding amount: £9,600

Project summary: A three stranded project that will deliver sustainable assistance to local residents with high functioning autism by: increasing its reach with the Enfield community of adults with High Functioning Autism; increase the social skills of local adults and combat social isolation and discrimination of local people with High Functioning Autism.

Ref no. ECWB044 – Enfield Island Village Youth Trust

Project title: 'Investing in Young People's Futures'

Approved funding amount: £9,600

Project summary: A multi-stranded project aimed at young people aged 11-19 in one of most deprived areas that will deliver activities and signposting to encourage positive health choices, the accessing of sustainable volunteering, training and employment opportunities, development of community champions and will work with families to raise aspirations and combat social isolation and create community cohesion.



MUNICIPAL YEAR 2015/2016 REPORT NO.

OPERATIONAL REPORT

REPORT OF:

Integrated Commissioning
SCS

Agenda – Part: 1

Item:

**Subject: Commissioning Services for
Children's Centres**

Wards: All

Key Decision: Yes

Cabinet Member consulted:

Contact officer and telephone number: Andrew Lawrence tel: 020 8379 5190

E mail: andrew.lawrence@enfield.gov.uk

1. EXECUTIVE SUMMARY

- 1.1 Approval is sought to commission a range of services for delivery at and on behalf of Enfield Children's Centres programme. These services are commissioned to fulfil identified needs and achieve the requirements of the Core Purpose for children under 5 and their families.
- 1.2 The recommendation follows a reduction in available funding for early childhood services, as part of a wider departmental requirement for savings. The decision is informed by statutory guidance, the need for accountability in terms of the Ofsted Framework, evolving local need and the priorities of the Council and is closely aligned to the requirements of Enfield's Children's Centres under the reconfiguration, effective from 1st September.
- 1.3 This model has been designed to meet statutory duties and the requirements of the Government's Core Purpose for Children's Centres.

2. RECOMMENDATIONS

- 2.1 That the commissioning arrangements detailed in this report are approved to allow the implementation process to commence.
- 2.2 In summary to:
 - Re-tender for Domestic Abuse Support, Adult Learning (ESOL) and Financial Capability, Training & Employment services
 - Stop counselling services in Children's Centres
 - Reduce ESOL funding
 - Use Social Worker to provide referrals from SPOE to Children's Centres

3. BACKGROUND

Children's Centres are a crucial component in implementing Enfield's Early Intervention & Prevention Strategy and Building Resilience Programme through early intervention and support the Council's objectives of:

- Fairness for all
- Growth and sustainability
- Strong communities

A SureStart Children's Centre is defined in the Childcare Act 2006 as a place or group of places:

- Which is managed by or on behalf of or under arrangement with the Local Authority with a view to securing early childhood services are made available in an integrated way.
- Through which early childhood services are made available either by providing services on site or by providing advice and assistance on gaining access to the services.
- At which activities for young children are provided.

Children's Centres are as much about making appropriate and integrated services available as they are about providing premises and from September Enfield will operate with four hub sites, covering five geographic areas.

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

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

The budget for Children's Centres commissioned services has been reduced over the past three years from £1.2m in 2013/14, to £750k in 2014/15 and £466k in 2015/16. For 2016/17 a further saving of £110k is required to meet departmental efficiencies.

Monitoring of all services currently in place shows them to be performing well, delivering positive outcomes, and liaison with Centres suggests that they consider their input to be valuable. Therefore, the required saving can only be achieved by innovative use of existing resources.

This report recommends that a decision be taken to:

1. Not renew the Council's contract with the Greek and Greek Cypriot Community Enfield (GGCCE) for counselling services in Children's Centres and to signpost to GPs and other counselling

groups, thereby making a saving of £70,000 for 2016/17. It is felt that, although the service delivers good outcomes and is a valued part of the Children's Centres work, it cannot be sustained. Other counselling services exist under NHS commission (e.g. Enfield IAPT) and Centres must signpost to these and work with them. This process should become part of the early help offer to targeted parents being delivered by Enfield Council and Children's Centres in partnership with other agencies.

2. Reduce funding for ESOL provision to parents (currently £41,500) to £35,000 p.a. and re-tender at this amount, with the expectation that a provider will be able to deliver at least 15 courses per year (1 per term per area) and a sharpened focus on the potential for added value through additional courses covering numeracy, interview success etc.
3. Not renew the Council's contract with Enfield Parents and Children for managing referrals from SPOE to the Children's Centres. This role can be taken on by the newly appointed Children's Centre Social Worker, thereby making a saving of £35,000 for 2016/17.
4. Re-tender for Domestic Abuse Support Service delivering practical support to survivors of domestic violence accessing Children's Centres at £84,000 per annum – equivalent to two workers.
5. Re-tender for Financial Capability, Employment and Training Service at £45,000, providing one-to-one benefits and housing advice, money management courses and numeracy courses.

The total budget for commissioning these services in 2016/17 is £354,000.

4. ALTERNATIVE OPTIONS CONSIDERED

4.1 The following alternatives were considered:

1. Retention of all currently commissioned services. This is not possible, as it will not meet the efficiencies required by the department.
2. Stop delivery of counselling services and ESOL provision. Counselling will cease, per above recommendations, but ESOL provision has high demand and positive outcomes, which are closely aligned to the work of Children's Centres.
3. Arbitrary reductions to all service funding. This is not possible as it risks making certain services unsustainable and, in order to be achieved, would require a large reduction in funding for domestic abuse support – this is a key area and affects at least 50% of targeted families worked with by Children's Centres.

5. REASONS FOR RECOMMENDATIONS

To ensure that Children's Centres deliver early intervention and prevention services, within the constraints of budget reductions.

6. COMMENTS OF THE DIRECTOR OF FINANCE, RESOURCES AND CUSTOMER SERVICES AND OTHER DEPARTMENTS

6.1 Financial Implications

The proposed savings following the non-renewal of the contracts with the Greek and Greek Cypriot Community Enfield (£70,000), the reduction in ESOL funding (£6,500) and the non-renewal of the contract the Enfield Parents and Children (£35,000) are all currently included within the draft Medium Term Financial Plan for 2016/17. These proposed savings are currently under consideration by Lead Members and are likely to be agreed.

6.2 Legal Implications

Part 1 of the Childcare Act 2006 ('the Act') imposes a number of duties on local authorities around the well-being of young children. In particular, sections 5A-5G set out specific duties laid on local authorities in relation to Children's Centres. In addition, there is statutory guidance on Children's Centres ('Sure Start Children's Centres Statutory Guidance' dated April 2013 – referred to as 'the Guidance').

Section 2 of the Act defines the services which must be provided by a Children's Centre to include: social services functions of the local authority relating to young children, parents and prospective parents; training and employment services to assist parents or prospective parents; and information and advice services for parents and prospective parents.

Section 5A of the Act states that a service is 'made available' by providing the service, or by providing assistance on gaining access to the service.

Neither the Act nor the Guidance are prescriptive as to the exact services which must be provided in Children's Centres or the exact way in which they must be provided.

Section 112(1) of the Local Government Act 1972 permits a local authority to appoint 'such officers as they think necessary' for the proper discharge of their functions and Section 111(1) of the Local Government Act permits a local authority to do anything calculated to facilitate the discharge of any of their functions. This would permit the local authority to make appropriate arrangements for the managing of referrals from the SPOE to Children's Centres.

Section 5D(1)(b) requires a local authority to 'secure that such consultation as they think appropriate is carried out...before any significant change is made in the services provided through a relevant children's centre'. The changes proposed are part of the overall reconfiguration of Children's Centres, which has been covered by a separate DAR and consultation.

The Council has a duty to ensure continuous improvement to ensure value for money in accordance with the Local Government Act 1999. Therefore, the restructure must be in accordance with the Council's current applicable policies and procedures to ensure such continuous improvement/value for money is achieved. The changes outlined in the report will assist in achieving efficiencies.

6.3 Property Implications

None.

7. KEY RISKS

- Risk of impact on voluntary sector sustainability.
- Risk of perceived lack of partnership working with voluntary sector.

8. IMPACT ON COUNCIL PRIORITIES

8.1 Fairness for All

The services described herein are targeted towards families in the greatest need and will contribute to addressing both the 'narrowing the gap' and the child poverty agendas and will promote building resilience in Enfield's families. The service specifications will require services to take into account particular needs arising from ethnicity, gender, culture, language, faith or disability.

8.2 Growth and Sustainability

Equipping children with the skills required to start school will allow them to benefit from the educational opportunities on offer and to further their life chances as they grow towards adulthood. Services will be available to parents to improve employability prospects and reduce the impact of poverty. Enabling all children, especially those with physical, learning, behavioural or emotional difficulties, to participate fully in family, school and cultural life will promote social capital and build resilience.

8.3 Strong Communities

Children's Centres are community resources allowing families to access early childhood services in an integrated way. Parental representations on Advisory Boards & Parents Forums, as well as child participation activities, provide an opportunity for the community to help shape the delivery of services.

9. EQUALITIES IMPACT IMPLICATIONS

The services will continue to provide appropriate support to children under 5 in Enfield, although there may be increased waiting times for adults accessing counselling services, as these will no longer be provided in Children's Centres.

10. PERFORMANCE MANAGEMENT IMPLICATIONS

The contracts will incorporate key performance indicators linked to outcomes identified by the specification, national/local policy and the requirements of local partnership boards.

11. HEALTH AND SAFETY IMPLICATIONS

None. Appropriate insurance will be required from all providers and will be mandated by the contract.

12. HR IMPLICATIONS

None. Enfield Council does not employ the staff.

13. PUBLIC HEALTH IMPLICATIONS

Public Health are actively engaged in the delivery universal delivery model for Children's Centres, which is being rolled out from September 2015 and the commissioned services will provide targeted support that meets identified gaps.

Background Papers

- Equality Impact Assessment (attached)

Enfield Council Predictive Equality Impact Assessment/Analysis

NB if there is likely to be an impact on different groups of staff as a result of this proposal, please also complete a restructuring predictive EQIA form

Department:	Schools and Children's Services	Service:	Integrated Commissioning Service
Title of decision:	Commissioning Services for Children's Centres	Date completed:	October 2015
Author:	Andrew Lawrence	Contact details:	andrew.lawrence@enfield.gov.uk Tel: 020 8379 5190

1 Type of change being proposed: (please tick)

Service delivery change/ new service/cut in service	<input checked="" type="checkbox"/>	Policy change or new policy	<input type="checkbox"/>	Grants and commissioning	<input type="checkbox"/>	Budget change	<input type="checkbox"/>
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2 Describe the change, why it is needed, what is the objective of the change and what is the possible impact of the change:

The budget for Children's Centres commissioned services has been reduced over the past three years from £1.2m in 2013/14, to £750k in 2014/15 and £466k in 2015/16. For 2016/17 a further saving of £110k is required to meet departmental efficiencies.

Monitoring of all services currently in place shows them to be performing well, delivering positive outcomes, and liaison with Centres suggests that they consider their input to be valuable. Therefore, the required saving can only be achieved by innovative use of existing resources.

The focus of Children's Centres under the new Hub arrangements is to provide universal Play and Communication services for under-fives and a suite of targeted children's services focused primarily on speech, language and communication. Support to parents is to be targeted to those in greatest need and delivered primarily by Children's Centre Family Support Workers (supervised by the newly appointed Children's Centre Social Worker) and with support from specialist services on domestic abuse, health, adult learning and benefits advice.

As part of the changes recommended by Key Decision 4223, the Council will no longer commission Children's Centre services from Greek and Greek Cypriot Community Enfield (GGCCE) and Enfield Parents and Children (EPC).

The services, which are not being re-commissioned are:

Counselling (GGCCE):

The service was commissioned to deliver counselling to parents of children under five, who are accessing Children's Centres and affected by issues such as domestic violence. Through time-limited one-to-one counselling and group interventions, the service supports a minimum of 175 parents/carers with under-fives to improve emotional health and well-being, leading to strengthening of attachment between parents and children, building resilience and the ability to cope and preventing family breakdown.

It is recognised that any reduction in counselling services means that there is less capacity provide counselling to residents of Enfield; however, the Head of Early Years and Early Years Commissioner are working to build relationships with existing services through health (including Enfield IAPT). LA and CCG commissioners are working together as part of a newly established Early Years Commissioning Group to develop this work going forward.

It is also understood that there is an existing set of service users within the GGCCE counselling service and that by making decisions on these changes from November 2015 it will allow sufficient time to develop and execute an exit strategy collaboratively with the provider.

MASH Referral and Coordination (EPC):

Coordination service for Single Point of Entry (SPOE) referrals being handled by Children's Centres.

It is essential that relevant SPOE cases are accurately and consistently referred to Children's Centres; however, SPOE is undergoing changes as of present and the impact of these changes will necessarily require changes to processes going forward. Recently, the number of cases being referred to Children's Centres has been decreasing, as many are now being referred to partner agencies as the lead. Also, the Early Years' Service has recently employed a full time social worker dedicated to Children's Centre work. The social worker will take the lead on liaison with SPOE, thereby mitigating the risk of not re-commissioning this service.

3 Do you carry out equalities monitoring of your service? If No please state why?

Regular contract monitoring is carried out on a quarterly basis and this includes information on ethnicity, as well as other demographic information. The monitoring reveals that services reach service users across the diverse range of backgrounds and lifestyles in Enfield, but predominantly focus on those in areas of high deprivation, The nature of the Children's Centre programme requires all services to be inclusive.

4. Equalities Impact

Indicate Yes, No or Not Known for each group

	Disability	Gender	Age	Race	Religion & Belief	Sexual Orientation	Gender reassignment	Pregnancy & Maternity	Marriage & Civil Partnerships
Does equalities monitoring of your service show people from the following groups benefit from your service? (recipients of the service, policy or budget, and the proposed change)	No	No	No	No	No	No	No	Yes**	No
*Could the proposal discriminate, directly or indirectly these groups?	No	No	No	No	No	No	No	No	No
Could this proposal affect access to your service by different groups in the community?	No – referral is via the Children’s Centre and these will still be the point of access.								
Could this proposal affect access <u>to information</u> about your service by different groups in the community?	No – referral is via the Children’s Centre and these will still be the point of access.								
Could the proposal have an adverse impact on relations between different groups?	No	No	No	No	No	No	No	No	No

If Yes answered above – please describe the impact of the change (including any positive impact on equalities) and what the service will be doing to reduce the negative impact it will have.

**There are a number of individuals accessing counselling services who have suffered from post-natal depression and domestic violence. Domestic abuse support services will continue to be commissioned and commissioners will work with health partners to support sufferers of post-natal depression.

*If you have ticked yes to discrimination, please state how this is justifiable under legislation.

5. Review

How and when will you monitor and review the effects of this proposal?

Ongoing monitoring of local need will be carried out by Children's Centres and quarterly monitoring of contracted services will be carried out by the Integrated Commissioning Service.