

Equality Analysis Report:
Funding methodology Children and Family Centres

1. Change to service and the Equality Act.

Any change to function, provision or policy that may have an effect on people is automatically subject of the Equality Act 2010.

The parts of the acts that are 'engaged' (i.e. that would be active in relation to this proposal) would be:

Section 4 – protected characteristics

Section 13 - direct discrimination

Section 19 – indirect discrimination

Section 20 – duty to make adjustments

Section 29 – provision of a service

Section 149 – Public Sector Equality Duty

In relation to Public sector Equality Duty (PSED) there are three objectives that are supported by 10 subsections.

The three main objectives are :

A public authority must, in the exercise of its functions, have *due regard* to the need to—

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

In order to satisfy objective A, eliminate discrimination, – sections 4, 13, 19 and 20 of the Equality Act will have to be met

In order to satisfy objective B, 'Advance equality of opportunity' - subsection 3 of PSED, will have to be met:

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low. of PSED

The third objective ‘foster good relations’ is **partially engaged** in this project as the project is not one designed to tackling hate crime, challenging prejudice or building relationships across community and cultural boundaries, but in providing the activities at the children and family centre some work, and some activities will undoubtedly be of this nature.

2. Details of service / function:

Historically, the Children and Family Centres have been funded without a transparent methodology as and they were developed under different Government directives. This meant that the centres in Sefton all have different funding levels. In order to be more efficient and equitable to manage the costs of centres, the function of funding the services will have a new ‘funding methodology’. This has been devised to ensure parity across the borough.

The **legitimate aim** of the redesign of this function is to ensure transparency and more efficient and equitable services giving value for money.

3. Change to service. In looking at the project is there a change?

The funding methodology will take the place of previous funding distribution to Children and Family centres.

This methodology will provide a more equitable and fair distribution of funding taking account of Sefton’s most deprived areas. In line with the draft strategic vision – it is proposed that a new funding methodology is introduced which will encompass both current Children Centre and Family Centre delivery by way of a new Family Wellbeing service. The funding will be allocated using a methodology that weights the following factors:

- the Income Deprivation Affecting Children Index (IDACI), which is also used locally to allocate some school funding
- inequalities in particular disability, migrants (English as a Second Language), travellers
- reach footprints
- the number of new births
- an indication of the percentage of children in an area requiring social care support
- case weighting for children in need and looked after children
- a minimum funding protection factor that ensures no centre will see a reduction in funding by more than 31% of its historical funding.

4. Barriers relevant to the protected characteristics (where are the potential disadvantages)

The funding methodology is based on the above, however there will be some service users that would need more support/ provision than others.

Protected Characteristic	Issue	Remedy/Mitigation
Age Children:	Poverty / lack of opportunities	The Children's Centre activities are supportive of tackling early age intervention and the funding methodology covers age and deprivation affecting children up to the age of 19.
Disability	Poverty/ lack of opportunity/ lack of service tailored to assessed needs	The funding methodology does look at 'deprivation' but there is nothing specific that 'protected or provided provision for disabled children/ and or disabled adults using the centres'. Whilst data shows that disabled children and adult do use the facilities generally, there is no data that points to extra provision for servicing the needs of this group. This currently means that there are no specific monies targeted towards disabled users, and that the 'general centre budget' would be under strain if disabled users presented at particular centres, as service providers by law have to make reasonable adjustments to

		<p>facilitate the needs of disabled service users: section 20 of the Equality Act 2010 'Duty to make adjustment '</p> <p>In addition to section 20, PSED sub section 4 states <i>'The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities'</i></p> <p>The funding methodology should be able to demonstrate how it takes disability in to account and how it allocates funding to centres that have disabled children/young people using their services.</p>
Gender reassignment	Not applicable to the funding methodology	<p>Service provision needs to show understanding and acceptance of any service user who is trans gender and offer an environment which is safe and free from bullying and/or harassment</p> <p>The funding methodology covers 'population' within an area and will include transgender in that population.</p>
Pregnancy & maternity	Poverty / lack of opportunity	The Children Centres are targeted at new parents/ parents and legal guardians and the funding methodology takes this in to account when calculating funding.
Race	Poverty/ lack of opportunity	All communities can use the services; however, some areas may have a higher influx of new residents from European partners or immigrants from other countries, trying to service the

		<p>low paid of Southport and Sefton. In servicing and supporting this group there will be additional language needs, both in terms of translation but also in terms of new residents learning to speak and write in English. The funding methodology doesn't pick up on any additional pressure this demand may make on particular centres. The methodology needs to consider this element.</p> <p>PSED section 6 states:</p> <p><i>Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.</i></p> <p>It would be within the view of PSED objective B, in that allocating funding to support migrants to learn English would be 'advancing equality of opportunity'</p>
Religion and belief	No additional need outside core service parameters.	<p>Service provision needs to show understanding and acceptance of any service user's belief and faith that is accepted by society and offer an environment which is safe and free from bullying and/or harassment</p> <p>The funding methodology covers 'population' within an area and will cover people with different religions/belief</p>
Sex (M/F)	Poverty/ lack of opportunity	Data on service users shows that the adults are overwhelmingly female (over

		<p>90%) and the centres are 'core service to allow women to develop skills and abilities, not just to navigate life in a more supportive and supported way, but also to get them 'job ready' to re enter the labour market.</p> <p>The funding methodology uses deprivation figures and child number figures to determine expenditure, in doing so it inescapably helps women to advance their life chances.</p> <p>The services are also available to men and male carers, however, societal norms means that low numbers of men use the services. Women are still the 'carers' in society</p>
Sexual orientation	No additional need outside core service parameters.	<p>Service provision needs to show understanding and acceptance of any service user's sexual orientation and offer an environment which is safe and free from bullying and/or harassment</p> <p>The funding methodology covers 'population' within an area will cover people's different sexual orientation</p>

6. Does this service go the heart of enabling a protected characteristic to access to Family Wellbeing services?

Yes: Children, young people and Women

7. Is there evidence that the Public-Sector Equality Duties will be met (give details)

(a) Eliminate discrimination. –

The funding methodology uses demographic and social care needs as its bench marks. This in and of itself is not designed to be discriminatory but inclusive. However, there is a worry that by not directly addressing the needs of disability and immigrant needs (race) within the funding

methodology, there could be 'indirect discrimination' in the system at section 19 of the Equality Act, subsection (b), (c),(d):

Section 19: For the purposes of [indirect discrimination] a provision, criterion or practice is discriminatory in relation to a relevant protected characteristic of B's if—
(a) A applies, or would apply, it to persons with whom B does not share the characteristic,
(b) it puts, or would put, persons with whom B shares the characteristic at a particular disadvantage when compared with persons with whom B does not share it,
(c) it puts, or would put, B at that disadvantage, and
(d) A cannot show it to be a proportionate means of achieving a legitimate aim

(b) Advance equality of opportunity

The funding methodology is a strong element in advancing equality of opportunity as it looks at children, deprivation and social care requirements of local areas and funds specific services to meet these challenges.

The *principles* behind the funding methodology meets PSED object b, at subsection 3

(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(C) Foster good relations between different protected characteristics-

The funding methodology by providing for service for people to meet and share life experiences, learning and moving forward together, is inadvertent also meeting Objective C of PSED, in that it is challenging prejudice and promoting understanding.

10. Recommendation to Cabinet

The funding methodology strives for equanimity in how funding is allocated to allow the essential work to continue. As such it is designed to be inclusive of needs. The recommendation is to accept the formula ***but to consider revision/ adjustments to the mechanism to include 'tariffs' for disability and non-English speaking migrants.***

With this consideration the Public Sector Equality Duty will be met