

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Early Help Review
Please outline the proposal.	Family centre model delivering integrated services from a range of settings including children's centres Services, schools and community outreach. Amalgamating management structures and closing some buildings.
What savings will this proposal achieve?	£1.2m plus cost avoidance
Name of Lead Officer	Michele Farmer

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
The proposals will mean broader and more integrated family services for 0-19.
Please outline where there may be significant negative impacts, and for whom.
Some equalities groups may be impacted negatively if there is reduced service provision in some areas but we intend to work with the partners to ensure there are no gaps. Impact on BME parents, LGB parents, disabled parents, refugee parents, young parents, lone parents and grandparents would need to be considered when detail is given as to which centres could have the potential to be closed.

Could your proposal impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.
Opportunities to work in different and better ways with partners.
Please outline where there may be negative impacts, and for whom.
There will reductions in staff.

Is a full Equality Impact Assessment required?
Does the proposal have the potential to impact on people with protected characteristics in the following ways: <ul style="list-style-type: none"> • access to or participation in a service, • levels of representation in our workforce, or

- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

Yes

Service Director sign-off and date:

Equalities Officer sign-off and date: 4/10/2016
Anne James Equality and Community Cohesion
Team Leader