

## COMMUNITY IMPACT ASSESSMENT

**Option 1: Close the Oasis Nursery and direct parents to other Wisbech childcare providers.**

	Key Sections	Your Answer
1.	<b>Scope:</b> <ul style="list-style-type: none"> <li>What is the existing service, document or action being impact assessed?</li> <li>What are the aims and objectives of the service, document or action?</li> </ul>	<p>This impact assessment considers the impact of the first option outlined in a review of the Oasis Nursery in Wisbech. This option is the closure of the nursery in its entirety.</p> <p>The aim of the review is to consult on, and agree a decision on the future of the Oasis Nursery that would be put into place from September 2012.</p> <p>The objectives of the review are:</p> <ul style="list-style-type: none"> <li>To ensure that early years and childcare provision within the ward of Waterlees in Wisbech meets the needs of the families (with 0-5 year olds) who live there.</li> <li>To ensure that best value is achieved in the delivery of childcare, and Children's Centre services.</li> <li>To improve outcomes for all children aged 0-5 living within the ward of Waterlees</li> </ul> <p>The two key factors informing the review are:</p> <p>i.) At the moment, and for long periods since it was opened in 2005, the Oasis Nursery is less than half full. This means that the provision is not covering its costs. To meet the needs of the 78 users, the funding levels at which the Authority must subsidise the Oasis Nursery do not represent best value. An alternative use of this funding would be to spend it on Children's centre services to improve outcomes for <u>all</u> children aged 0-5 living in the immediate area, including retaining or subsidising certain services currently offered by the nursery.</p> <p>iii.) The Oasis Children's Centre needs to run more services to help families in the community but cannot do so at the moment because it is very short of space and the funding to do so.</p>

	<ul style="list-style-type: none"> <li>• What is the proposed change? What will be different?</li> </ul>	<p>To close the Oasis Nursery, and direct parents to other Wisbech childcare providers.</p> <p>The Oasis Nursery operates from the Oasis Children's Centre. If it is closed:</p> <ul style="list-style-type: none"> <li>• The space it currently occupies would be available for full use by the Children's Centre, allowing for more focussed children centre activity and services for the families with children aged 0-5 years.</li> <li>• The money saved from subsidising the nursery would be put into Children's Centre services for families with children aged 0-5 years.</li> <li>• Parents currently using the nursery for their childcare would have to find alternative childcare provision elsewhere. They would be offered support to do this.</li> <li>• Families of two year olds who have been referred by a key worker to access a funded early years education place ("free twos" would have to use another registered provider locally.</li> <li>• The Oasis staff would need to be made redundant.</li> </ul>
2.	<p><b>Who should be involved:</b></p> <ul style="list-style-type: none"> <li>• Who is involved in this impact assessment?</li> </ul> <p>e.g. Council officers, stakeholders from partner organisations, service users and community experts</p>	<p>The review will undertake a full consultation with all stakeholder groups, which are listed in the attached stakeholder analysis.</p>
3 a)	<p><b>What will the impact be?</b></p> <ul style="list-style-type: none"> <li>• What groups will be affected by this?</li> <li>• What will the impacts on these groups be?</li> </ul>	<p>The following groups will be impacted:</p> <p><b>Users of the nursery (children and families):</b> Currently 78 children are registered with the nursery, 54 of these live within the ward of Waterlees. These families would have to find alternative provision for their childcare if this option is adopted, including any two year olds currently accessing their funded place at the Oasis Nursery. Using data collected on a termly basis by the Childcare Information Service, we believe that there are conservatively over 200 currently unused early years and daycare places available within one mile of the Oasis Nursery. There are seemingly only 9-11 places registered for "free twos" within the Children's Centre reach area, and no vacancies. Overall, Wisbech daycare and early years providers seem to be operating at approximately 50% average capacity across the whole town.</p>

	<ul style="list-style-type: none"> <li>• What evidence has been used to inform this view?</li> <li>• What plans are in place to mitigate any negative impacts identified?</li> </ul>	<p><b>Staff at the nursery:</b> There are currently 9 staff employed by the nursery. This equates to approx. 7 FTE. Redundancy would apply to all staff. The staff would be supported through the consultation process.</p> <p><b>Children's Centre staff:</b> These staff would lose their colleagues in the Day Nursery, and therefore their contact to the children and families which use the facility. On the positive, they would gain space and additional budget with which to support their families better. Links would need to be strengthened ever more between these staff and other Wisbech childcare providers, to which their families transfer.</p> <p><b>Oasis Centre Trust &amp; staff:</b> These staff would lose their colleagues in the Day Nursery, and therefore their contact to the children and families which use the facility. Links could be established with other Wisbech childcare providers, to which their families transfer.</p> <p><b>School staff and governors:</b> Nursery staff would no longer be able to rely on close links for transition within Early Years Foundation Stage and links would need to be strengthened ever more between these staff and other Wisbech childcare providers, to which families transfer from the Oasis.</p> <p><b>All parents locally with children 0-5:</b> Parents would no longer have a nursery on the Children's Centre site. Children's Centre can play an active role, however, in awareness raising about other local early years and childcare provision, and signpost parents to alternatives, hopefully meeting their diverse needs.</p> <p><b>Private, voluntary, or independent (PVI) providers of childcare in Wisbech:</b> Other providers that are not currently operating at capacity could benefit from an increase in numbers from former Oasis children. This would enable them to foster a sustainable business, invest in their premises and equipment, and hopefully raise their quality, to the benefit of all children in Wisbech.</p>
4.	<p><b>Making a judgement:</b></p> <ul style="list-style-type: none"> <li>• Your final judgement – will your service, document or action have a positive, negative or neutral equality impact?</li> </ul>	<p>It is the judgement of the review group that the equality impact of this option would be neutral overall.</p> <p>The main factors for this judgement are:</p> <ul style="list-style-type: none"> <li>• Availability in the immediate area (1 mile radius of existing nursery) of alternative early years and childcare places, offered through 6 different voluntary, private and maintained providers, some with more positive Ofsted assessments, and offering a greater range of flexibility and opening hours, at equally affordable prices to the current offer.</li> <li>• Although "free twos" places are low, efforts are being made to encourage those providers with spare capacity, which meet the stringent criteria for "free twos", to make available places for these children.</li> </ul>

<ul style="list-style-type: none"> <li>• If it will have a positive impact on some groups and a neutral impact on others, is this justified?</li> </ul> <p>Are there any existing or potential equality issues with your service, document or action that need to be addressed?</p>	<ul style="list-style-type: none"> <li>• Although the Oasis Nursery is run by the Local Authority, as all providers across the county are offered the same support in establishing their equalities offer, e.g. through support on the production and implementation of policies, it is the judgement of the review group that families affected would be able to find an alternative provider that meets their individual equalities needs.</li> <li>• Furthermore, the presence of the adjacent Children's Centre, catering for all hardest to reach groups, reassures the review group that families' diverse needs will be taken into account in securing alternative childcare provision.</li> </ul> <p>The potential equality issues that we have identified for consideration as part of the review are as follows:</p> <p><b>Age:</b> currently 3 children of young parents (under 21) use the Oasis Nursery. Offering these individuals particular support around finding another suitable childcare provider will be essential, and is a role ideally managed by the Children's Centre. It is felt that the impact on other 0-2s transferring setting, or 3-4 year olds can be mediated through careful key worker support for child and parent.</p> <p><b>Disability:</b> provision will need to be made within the review process for those individuals with a disability who are impacted by this option. Holding open consultation events in accessible venues, using and accepting consultation feedback through a range of media, e.g. telephone, email, written, and offering these individuals particular support around finding another suitable childcare provider will be essential, as distance to a new childcare provider could be an issue.</p> <p>Regarding children with disabilities, as well as the expertise offered by the Children's Centre in this area, the Local Authority support the Childcare Information Service (CIS) to operate a brokerage scheme that offers particular support for parents to meet the childcare needs of their disabled child.</p> <p><b>Pregnancy and Maternity:</b> Distance to a new childcare provider could be an issue for individuals within this category. Offering these individuals particular support around finding another suitable childcare provider will be essential and is a role ideally managed by the Children's Centre.</p> <p><b>Ethnicity, race and culture:</b> currently 12 children from ethnic minority backgrounds use the Oasis Nursery, plus 2 from a known traveller background. Ensuring that these groups fully understand the review, through translating essential consultation literature, and undertaking consultation events supported by workers with community languages, will be essential. The Early Years Foundation Stage Advisers and National Childminding Association (NCMA) Childminder Support Development Officers working in support of settings offer a great deal of advice to settings on actively engaging parents and children of additional languages and other ethnicities, race and cultures, so the impact of transfer into another provider should be minimised.</p>
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		<p><b>Deprivation:</b> 69% of the users of the Oasis live within the Waterlees ward, the most deprived within the county, so there may be additional support needs identified as outcomes of this review. Every effort will be made to meet these needs, through support put in place by the Children’s Centre, support organisations such as CAB or the CIS (for financial or affordability issues), the locality office etc.</p> <p>In summary, although there will be an element of inconvenience to finding alternative early years/childcare, support will be made available through resources and support that are already familiar to the families concerned, hopefully easing the process for them.</p>																																													
5.	<p><b>Action planning:</b></p> <ul style="list-style-type: none"><li>• Are there any actions that you have identified to address any potentially unjustifiable differences in impact on different equality groups</li><li>• Are there any actions you have identified to take advantage of an opportunity you have identified to promote equality and diversity</li><li>• Where will these actions be recorded (i.e. which service plan, strategy action plan etc.)?</li></ul>	<p>The following action plan identifies actions that will be put in place if this option is put forward to, and agreed, by Cabinet.</p> <table><tr><th>Issue/ opportunity</th><th>Action</th><th>Lead agency</th><th>Timescale</th><th>Action plan recorded:</th></tr><tr><td>Awareness raising of alternative providers</td><td>Open event for Oasis parents</td><td>Sufficiency team</td><td>March 2012?</td><td>Communication plan</td></tr><tr><td>Support for young parents</td><td>CIS Surgeries 1:1 support</td><td>Children’s Centre</td><td>Jan 2012 onwards</td><td>Communication plan</td></tr><tr><td>Support for transition of children</td><td>Settling sessions</td><td>Children’s Centre</td><td>April 2012 onwards</td><td>Transition plan</td></tr><tr><td>Support for parents with disabilities</td><td>Tailored consultation 1:1 support</td><td>Children’s Centre</td><td>November 2011</td><td>Communication plan</td></tr><tr><td>Support for parents with a disabled child</td><td>CIS brokerage</td><td>Children’s Centre</td><td>April 2012 onwards</td><td>Transition plan</td></tr><tr><td>Support for pregnant/postnatal parents</td><td>CIS Surgeries 1:1 support</td><td>Children’s Centre</td><td>Jan 2012 onwards</td><td>Communication plan</td></tr><tr><td>Support for parents of other languages/race/culture</td><td>CIS Surgeries 1:1 support EYFSA &amp; CSDO support pre setting</td><td>Children’s Centre</td><td>Jan 2012 onwards</td><td>Transition plan</td></tr><tr><td>Support for those affected by deprivation</td><td>CIS Surgeries 1:1 support</td><td>Children’s Centre</td><td>Jan 2012 onwards</td><td>Transition plan</td></tr></table>	Issue/ opportunity	Action	Lead agency	Timescale	Action plan recorded:	Awareness raising of alternative providers	Open event for Oasis parents	Sufficiency team	March 2012?	Communication plan	Support for young parents	CIS Surgeries 1:1 support	Children’s Centre	Jan 2012 onwards	Communication plan	Support for transition of children	Settling sessions	Children’s Centre	April 2012 onwards	Transition plan	Support for parents with disabilities	Tailored consultation 1:1 support	Children’s Centre	November 2011	Communication plan	Support for parents with a disabled child	CIS brokerage	Children’s Centre	April 2012 onwards	Transition plan	Support for pregnant/postnatal parents	CIS Surgeries 1:1 support	Children’s Centre	Jan 2012 onwards	Communication plan	Support for parents of other languages/race/culture	CIS Surgeries 1:1 support EYFSA & CSDO support pre setting	Children’s Centre	Jan 2012 onwards	Transition plan	Support for those affected by deprivation	CIS Surgeries 1:1 support	Children’s Centre	Jan 2012 onwards	Transition plan
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6.	<p><b>Monitoring and Review:</b></p> <ul style="list-style-type: none"> <li>• If the actions identified in stage 5 are not incorporated into an existing action plan, how will you monitor them?</li> <li>• When will you review this impact assessment? Who will be responsible?</li> </ul>	<p>Monitoring will be undertaken by the Local Authority Oasis Nursery Review Group, a time-limited project group that has been established for the purpose of overseeing the review process.</p> <p>Should this particular option for change be proposed, a review of this Impact Assessment will be undertaken by the Local Authority Oasis Nursery Review Group. It would be further reviewed throughout the process of transition, and a follow up review would then be undertaken following implementation of the agreed changes.</p> <p>The Head of Infrastructure will be responsible for undertaking these reviews and for reporting on the outcomes of these.</p>
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## Community Cohesion

*Answer the above with yes, no, or not applicable*

- a. Will this service, document or action help community groups to develop a vision of a shared future?
- b. Will this service, document or action help community groups to improve their understanding and respect for each other?
- c. Does this service, document or action promote engagement of children and young people in the locality?
- d. Have local stakeholders and community leaders been engaged in the planning of this service, document or action?

If you have answered **NO** to any of these questions please outline the reasons and consider if and how this work needs doing

Not applicable.

Yes, a potentially positive outcome of this proposal could be improved cohesion between residents of the Waterlees area and other parts of Wisbech.

Yes, the views of children attending the Oasis will be taken into account as part of the process.

Yes. Local stakeholders and community leaders' views are important and will be taken into consideration.

**Option 2: Tender for another organisation to take over the running of elements of the Oasis Nursery that have specifically proven to have impact on local families and/or are more financially viable.**

	Key Sections	Your Answer
1.	<p><b>Scope:</b></p> <ul style="list-style-type: none"> <li>What is the existing service, document or action being impact assessed?</li> <li>What are the aims and objectives of the service, document or action?</li> </ul>	<p>This impact assessment considers the impact of the second option outlined in a review of the Oasis Day Nursery in Wisbech. This option is to tender the provision, or elements of the provision to a private, voluntary, or independent (PVI) provider to take over the running of the nursery.</p> <p>The aim of the review is to consult on, and agree a decision on the future of the Oasis Day Nursery that would be put into place from September 2012.</p> <p>The objectives of the review are:</p> <ul style="list-style-type: none"> <li>To ensure that early years and childcare provision within the ward of Waterlees in Wisbech meets the needs of the families (with 0-5 year olds) who live there.</li> <li>To ensure that best value is achieved in the delivery of childcare, and Children's Centre services.</li> <li>To improve outcomes for all children aged 0-5 living within the ward of Waterlees</li> </ul> <p>The two key factors informing the review are:</p> <p>i.) At the moment, and for long periods since it was opened in 2005, the Oasis Nursery is less than half full. This means that the provision is not covering its costs. To meet the needs of the 78 users, the funding levels at which the Authority must subsidise the Oasis Nursery do not represent best value. An alternative use of this funding would be to spend it on Children's centre services to improve outcomes for <u>all</u> children aged 0-5 living in the immediate area, including retaining or subsidising certain services currently offered by the nursery.</p> <p>iii.) The Oasis Children's Centre needs to run more services to help families in the community but cannot do so at the moment because it is very short of space and the funding to do so.</p>



	<ul style="list-style-type: none"> <li>• What is the proposed change?</li> </ul> <p>What will be different?</p>	<p>To tender for another organisation to take over the running of elements of the Oasis Nursery that have specifically proven to have impact on local families and/or are more financially viable.</p> <ul style="list-style-type: none"> <li>• A new provider could take the lease of the nursery space, or a proportion of the nursery space.</li> <li>• A new provider would take over the running of certain nursery services (to be determined).</li> <li>• The money saved from subsidising the nursery will be put into children's centre services for families with children aged 0-5 years.</li> <li>• The nursery space would not be available to the Children's Centre, so they would have to operate more in an outreach capacity, using the additional funds to hire outreach space to run services etc.</li> <li>• Parents currently using the nursery for their childcare would be free to find alternative childcare provision elsewhere, or to use the new provision on site. They would be offered support to do this.</li> <li>• Families of two year olds who have been referred by a key worker to access a funded early years education place ("free twos" would be free to use another registered provider locally, or the provider taking over the facility, if they met our criteria for registering as a provider for the "free twos".</li> <li>• The Oasis staff would be TuPEd across to the new provider, at their cost.</li> </ul>
2.	<p><b>Who should be involved:</b></p> <ul style="list-style-type: none"> <li>• Who is involved in this impact assessment?</li> </ul> <p>e.g. Council officers, stakeholders from partner organisations, service users and community experts</p>	<p>The review will undertake a full consultation with all stakeholder groups, which are listed in the attached stakeholder analysis.</p>

<p><b>3 a)</b></p>	<p><b>What will the impact be?</b></p> <ul style="list-style-type: none"> <li>• What groups will be affected by this?</li> <li>• What will the impacts on these groups be?</li> <li>• What evidence has been used to inform this view?</li> <li>• What plans are in place to mitigate any negative impacts identified?</li> </ul>	<p>The following groups will be impacted:</p> <p><b>Users of the nursery (children and families):</b> Currently 78 children are registered with the nursery, 54 of these live within the ward of Waterlees. The new nursery provider will have to undertake their own market research and analysis and it is therefore not guaranteed that they will replicate the current capacity of the nursery (50 full time places), or the current age range of the nursery (0-4 years). Therefore parents currently using the nursery for their childcare would be free to find alternative childcare provision elsewhere, or to use the new provision on site.</p> <p><b>Staff at the nursery:</b> There are currently 9 staff employed by the nursery. This equates to approx. 7 FTE. It is the supposition of the review group that TuPE would apply to all staff. The staff would be supported through the consultation and TuPE process, if applicable.</p> <p><b>Children's Centre staff:</b> Strong links will need to be established between the Children's Centre staff and the new childcare provider, or other providers to whom parents transfer.</p> <p><b>Oasis Centre Trust &amp; staff:</b> As the Authority has a lease arrangement with the Oasis Trust, occupying the Community Centre on-site, they are a key consideration for this option. Accommodating a third party alongside existing arrangements could be complex and require a great deal of ongoing partnership working. Clear service level agreements will need to be in place, alongside the legal lease arrangements.</p> <p><b>School staff and governors:</b> Strong links will need to be established between School staff and governors and the new childcare provider, or other providers to whom parents transfer.</p> <p><b>All parents locally with children 0-5:</b> Parents will still have a nursery on the Children's Centre site. However, the Local Authority has only limited control over the offer of this childcare.</p> <p><b>Private, voluntary, or independent (PVI) providers of childcare:</b> PVI providers locally, as well as nationally, would be invited to tender for the provision. In addition, other providers locally that are not currently operating at capacity could benefit from an increase in numbers from former Oasis children. This would enable them to foster a sustainable business, invest in their premises and equipment, and hopefully raise their quality, to the benefit of all children in Wisbech.</p>
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<p>4.</p>	<p><b>Making a judgement:</b></p> <ul style="list-style-type: none"> <li>• Your final judgement – will your service, document or action have a positive, negative or neutral equality impact?</li> <li>• If it will have a positive impact on some groups and a neutral impact on others, is this justified?</li> <li>• Are there any existing or potential equality issues with your service, document or action that need to be addressed?</li> </ul>	<p>It is the judgement of the review group that the equality impact of this option would be neutral overall.</p> <p>The main factors for this judgement are:</p> <ul style="list-style-type: none"> <li>• The apparent positive of replacing the Oasis nursery with another provider on site is negated by lack of control over elements of the childcare that may be offered, e.g. the age range and flexibility offered, or the fact that fee levels may have to be set at a considerably higher level than they are currently in order for the nursery to be financially beneficial to the new provider.</li> <li>• As part of the tender process, any successful provider would be asked to meet minimum quality and equality standards relating to the following priorities that would safeguard these elements of the current provision.</li> </ul> <p>The potential equality issues that we have identified for consideration as part of the review are as follows:</p> <p><b>Age:</b> currently 3 children of young parents (under 21) use the Oasis Nursery. Offering these individuals particular support around finding another suitable childcare provider or transferring to the new provider will be essential, and is a role ideally managed by the Children's Centre. It is felt that the impact on other 0-2s transferring setting, or 3-4 year olds can be mediated through careful key worker support for child and parent.</p> <p><b>Disability:</b> provision will need to be made within the review process for those individuals with a disability who are impacted by this option. Holding open consultation events in accessible venues, using and accepting consultation feedback through a range of media, e.g. telephone, email, written, and offering these individuals particular support around finding another suitable childcare provider or transferring to the new provider on site will be essential.</p> <p>Regarding children with disabilities, as well as the expertise offered by the Children's Centre in this area, the Local Authority support the Childcare Information Service (CIS) to operate a brokerage scheme that offers particular support for parents to meet the childcare needs of their disabled child.</p> <p><b>Pregnancy and Maternity:</b> Distance to a new childcare provider could be an issue for individuals within this category. Offering these individuals particular support around finding another suitable childcare provider or transferring to the new provider will be essential and is a role ideally managed by the Children's Centre.</p> <p><b>Ethnicity, race and culture:</b> currently 12 children from ethnic minority backgrounds use the Oasis Nursery, plus 2 from a known traveller background. Ensuring that these groups fully understand the review, through translating essential consultation literature, and undertaking consultation events supported by workers with community languages, will be essential. The Early Years Foundation Stage Advisers and National Childminding Association (NCMA) Childminder Support Development Officers working in support of settings offer a great deal of advice to settings on actively engaging parents and children of additional languages and other ethnicities, race and cultures, so the impact of transfer into another provider or to the new provider should be minimised.</p>
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	plan, strategy action plan etc.)?		CSDO support pre setting			
		Support for those affected by deprivation	CIS Surgeries 1:1 support	Children's Centre	Jan 2012 onwards	Transition plan
<b>6.</b>	<b>Monitoring and Review:</b> <ul style="list-style-type: none"> <li>If the actions identified in stage 5 are not incorporated into an existing action plan, how will you monitor them?</li> <li>When will you review this impact assessment? Who will be responsible?</li> </ul>	<p>Monitoring will be undertaken by the Local Authority Oasis Nursery Review Group, a time-limited project group that has been established for the purpose of overseeing the review process.</p> <p>Should this particular option for change be proposed, a review of this Impact Assessment will be undertaken by the Local Authority Oasis Nursery Review Group. It would be further reviewed throughout the tender process, the transition process, and a follow up review would then be undertaken following implementation of the agreed changes.</p> <p>The Head of Infrastructure will be responsible for undertaking these reviews and for reporting on the outcomes of these.</p> <p>Once the provision has been transferred to the new provider it will be monitored as stated in the tender documentation.</p>				

### Community Cohesion

*Answer the above with yes, no, or not applicable*

- e. Will this service, document or action help community groups to develop a vision of a shared future?
- f. Will this service, document or action help community groups to improve their understanding and respect for each other?
- g. Does this service, document or action promote engagement of children and young people in the locality?
- h. Have local stakeholders and community leaders been engaged in the planning of this service, document or action?

If you have answered **NO** to any of these questions please outline the reasons and consider if and how this work needs doing

Not applicable.

Possibly, but not as much as would be likely for options 1 and 2.

Yes, the views of children attending the Oasis will be taken into account as part of the process.

Yes. Local stakeholders and community leaders' views are important and will be taken into consideration.