

## OASIS NURSERY REVIEW

## COMMUNITY IMPACT ASSESSMENT

## Option: Local Authority continues to run and manage the Nursery

	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 Authority continuing to manage the Oasis Day Nursery in Wisbech.</p> <p>The future of the Nursery has been under review since September 2011, with a decision sought by Cabinet on 17 April 2012.</p> <p>The objectives of the review are to:</p> <ul style="list-style-type: none"> <li>To ensure that early years and childcare provision within the Waterlees ward 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, and</li> <li>Ultimately, to improve outcomes for children living in the Waterlees ward.</li> </ul> <p>The current aim of the Oasis Nursery is as follows:</p> <p><i>"The Oasis Nursery aims to ensure a safe, fun learning environment, which reflects the interests of children and their families. Our setting will work with children, parents and the community to ensure the safety of children and to give them the very best start in life".</i></p>
	<ul style="list-style-type: none"> <li>What is the proposed change?</li> </ul> <p>What will be different?</p>	<p>If the Authority continues to govern, manage and run the Nursery it will seek to bring in the following key changes:</p> <ul style="list-style-type: none"> <li>A reduction in the capacity of the nursery from 50 full-time places to 32-38 full-time places to bring this more in line with current and forecast need for places.</li> <li>A refocusing of the provision onto the free early years places, especially for the most vulnerable two year olds ("Free twos"), meaning a facility registered only for children aged 2 and above, i.e. it would no longer be registered to take babies.</li> <li>An increase in the space dedicated to use by the Oasis Children's Centre enabling it to increase the activities and services it is able to provide for children aged 0-5 and their families.</li> <li>Closer working with the Oasis Community Centre and the Children's Centre.</li> </ul> <p>In addition, there could be change to the governance structure of the provision at Authority and local level.</p>

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 has involved full consultation with all stakeholder groups, which are listed in the attached stakeholder analysis.</p> <p>All decisions relating to changes proposed will be communicated to the same groups as at other times throughout the review.</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><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> As of 1 February, there were 62 part-time registered children using the facility. The numbers were spread across the age range as follows.</p> <table><tr><td>0-2 year olds</td><td>3 all aged 1+</td></tr><tr><td>2 year olds</td><td>20</td></tr><tr><td>3-4 year olds</td><td>39</td></tr></table> <p>As there are currently no children under 1 year of age registered at the Nursery at the current time, no children and families would be affected by an amendment in the registration levels of the Nursery as detailed in section 1.</p> <p>All other age groups would continue to be accommodated, so there would be minimum impact on these children and their families.</p> <p><b>Staff at the nursery:</b> There are currently 4 staff employed by the nursery, including the Manager. This equates to 4 FTE . The Manager is on a fixed term contract. All nursery nurse staff would still be needed and their contracts would not be changed. Should Cabinet decide that the Nursery should continue to be run by the Local Authority, arrangements will need to be made to appoint a Nursery Manager on a permanent contract.</p> <p><b>Local Authority staff:</b> The Oasis Day Nursery is the only one of 316 early years and childcare schemes in the County which is run and managed directly by the Authority. All of the other schemes are run by Private, Voluntary or Independent (PVI) providers. Management of the Nursery has placed significant additional demands on Local Authority staff, specifically the Locality Manager. Should the decision be taken that the Authority should continue to run the Nursery this would need to appropriately recognised through the appointment of a permanent member of staff to take on day-to-day oversight of the Nursery and provide pastoral support to the Nursery Manager and staff.</p> <p><b>Children’s Centre staff:</b> Changes to Nursery management staff will mean that rebuilding strong links with Children’s Centre will be needed.</p> <p><b>Oasis Centre Trust and staff:</b> As above. Otherwise, no impact.</p>	0-2 year olds	3 all aged 1+	2 year olds	20	3-4 year olds	39
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		<p><b>Orchard Primary School (the neighbouring school) staff and governors:</b> As above. Otherwise, no impact.</p> <p><b>All parents locally with children in the 0-5 age range:</b> Parents with babies will have to seek alternative provision. However, there are vacancies among local Childminders and the three day nurseries within 1 mile radius of the Oasis. There are, therefore, sufficient and suitable alternative providers for parents who need childcare for children aged 0-2 in order to enable them to work.</p> <p><b>Private, voluntary, or independent (PVI) providers of childcare:</b> These providers would not have the opportunity to tender to run and manage the Nursery.</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> <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>From the impacts described above it is the judgement of the review group that the equality impact of this option would be neutral overall. However, it would limit the Authority's ability to enhance and develop the services available to 0-5 year olds and their families provided through the Oasis Children's Centre.</p> <p>The potential equality issues that have been identified for consideration as part of the changes proposed are as follows:</p> <p><b>Age:</b> Currently 3 children of young parents (under 21) use the Oasis Nursery. They would be able to keep their children at the Oasis, or receive support at any time to find an alternative provider. As younger parents may be more likely to be looking to return to school/training after having a baby, support may need to be given in time to secure a position at an alternative childcare provider for a young parent with a child under 2 that could no longer be accommodated at the Oasis.</p> <p><b>Disability:</b> Throughout the review process, consideration has been given to individuals with a disability: holding open consultation events in accessible venues, using and accepting consultation feedback through a range of media, for example telephone, email, letters. This approach would continue in publicising any changes to the services offered. There is also expertise within the Children's Centre and the Childcare Information Service (CIS) brokerage scheme that offers particular support for parents to meet the childcare needs of their disabled children.</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, and any ensuing changes to services will continue to be a priority.</p> <p><b>Deprivation:</b> 69% of the users of the Oasis live within the Waterlees ward, the most deprived within the County, so any ongoing additional support needs that are identified as outcomes of this review need to be addressed by the Nursery and Children's Centre in partnership with other support organisations such as the Citizen's Advice Bureau (CAB) and the Childcare Information Service (CIS) (for financial or affordability issues).</p>

5.	<b>Action planning:</b> <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 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>Publicise any changes to core services at Nursery.</td><td>Letters Posters Shape Your Place</td><td>Project Manager</td><td>June 2012</td><td>Communication plan</td></tr><tr><td>Support for young or other parents in need (EAL, disabled, deprivation) especially those expecting babies and hoping to return immediately to work or training.</td><td>1:1 conversations Publicity about CIS</td><td>Children's Centre</td><td>June 2012 onwards</td><td>Communication plan</td></tr><tr><td>Establish a "Friends Of" charitable committee with formal links to the nursery management or governance structure enabling local people to be more involved in the future running of the Nursery.</td><td>Publicise "Friends Of", recruitment days, regular meetings etc</td><td>Learning Directorate</td><td>Sept 2012</td><td>Communication plan</td></tr></table>					Issue/ opportunity	Action	Lead agency	Timescale	Action plan recorded:	Publicise any changes to core services at Nursery.	Letters Posters Shape Your Place	Project Manager	June 2012	Communication plan	Support for young or other parents in need (EAL, disabled, deprivation) especially those expecting babies and hoping to return immediately to work or training.	1:1 conversations Publicity about CIS	Children's Centre	June 2012 onwards	Communication plan	Establish a "Friends Of" charitable committee with formal links to the nursery management or governance structure enabling local people to be more involved in the future running of the Nursery.	Publicise "Friends Of", recruitment days, regular meetings etc	Learning Directorate	Sept 2012	Communication plan
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6.	<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>																								

### 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

Yes, establishing a "Friends Of" charity will increase community buy-in to the running and governance of the facility into the future, and ensure we can have an ongoing dialogue about local priorities.

Establishing the body described above would put the nursery on an equal footing with the Oasis Community Development Trust (trustees are all local residents) and the Children's Centre, which has a Parents Forum, so it could improve relations still further with these key groups.

Being an authority run facility the engagement of children and young people in the locality would continue to be at the centre of our operations.

Yes. Local stakeholders and community leaders' views have been collected and used to inform proposals throughout the review.