

Equality Impact Assessment (EIA) Report

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to equality.

Please refer to the 'EIA Report Form Guidance' while completing this form. If you need further support please contact acesstoservices@swansea.gov.uk.

Where do you work?
Service Area:Poverty & Prevention
Directorate:People

(a) This EIA is being completed for a...

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan X	Proposal <input type="checkbox"/>
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(b) Please name and describe below...

2016 Play Sufficiency Assessment

The local authority has a duty to undertake a Play Sufficiency Assessment every 3 years. The current assessment was undertaken between November 2015 and March 2016 to demonstrate whether the LA is giving due regard to children’s play. By its nature, the Assessment is intended to provide a picture of whether Swansea is sufficiently providing play opportunities with specific measures around key groups such as welsh speakers, disabled, ethnic minority groups, young carers, etc.

**(c) It was initially screened for relevance to Equality and Diversity on...(dd/mm/yyyy)
27/04/2016**

(d) It was found to be relevant to...

Children/young people (0-18) X	Religion or (non-)belief..... X
Any other age group (18+)..... <input type="checkbox"/>	Sex..... X
Disability X	Sexual orientation X
Gender reassignment X	Welsh language X
Marriage & civil partnership <input type="checkbox"/>	Poverty/social exclusion..... X
Pregnancy and maternity <input type="checkbox"/>	Carers (inc. young carers) X
Race X	Community cohesion X

(e) Lead Officer

Name: Stephen Cable
Job title: Children’s Play Officer
Date (dd/mm/yyyy): 27/4/16

(f) Approved by Director

Name: Chris Sivers
Date (dd/mm/yyyy): 1/6/2016

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims?

The aims of the Play Sufficiency are;

- To comply with a statutory duty on each Local Authority to assess play sufficiency
- To assess play opportunities, planning and advocacy across a set of identified matters
- To identify any gaps or areas for development
- To produce an action plan towards ensuring sufficiency
- To ensure ongoing implementation of the action plan over a 3 year period

Who has responsibility?

The Duty is placed on the local authority as a whole, so responsibility for compliance lies with a range of services.

The Poverty & Prevention Service take the lead on undertaking the assessment and ongoing implementation, via the Children's Play Officer as lead.

Who are the stakeholders?

- Children & young people as service recipients
- Parent/carers
- Partner organisations and community projects
- Contributing officers and organisations
- Representative groups

Section 2 - Information about Service Users (See guidance):

Please tick what information you know about your service users and provide details/evidence of how this information is collected.

Children/young people (0-18)	<input checked="" type="checkbox"/>	Carers (inc. young carers)	<input checked="" type="checkbox"/>
Any other age group (18+).....	<input checked="" type="checkbox"/>	Race.....	<input checked="" type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or (non-)belief.....	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Sex.....	<input type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	Sexual orientation	<input checked="" type="checkbox"/>
Pregnancy and maternity.....	<input type="checkbox"/>	Welsh language	<input checked="" type="checkbox"/>

What information do you know about your service users and how is this information collected?

We have up to date information broken down by each identified area as obtained through the following;

- Access to census information through engagement with the Research & Information Team.
- The latest PLASC information obtained through engagement with the Education Research & Information Officer.
- Through a network of professionals and representative groups who are able to provide us with up to date information on specific groups
- Though consultation and engagement as part of the Assessment process

This has told us a great deal about our service users, including;

- Their views on levels, quality and accessibility of play
- Where they are, how many, ages, etc. so we can map demand against supply
- What gaps exist

Any Actions Required?

Relevant actions will have been identified within the Assessment. Specific to this EIA are the following;

- Increase sessions delivered through Welsh medium
- Develop play to meet needs of young carers
- Investigate potential opportunities for administering medication on play settings to allow those requiring it to attend
- Look to increase accessibility of CCS play areas

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

	Positive	Negative	Neutral	Needs further investigation
Children/young people (0-18)	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group (18+)	➡ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Disability	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	➡ <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	➡ <input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Sex	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh language	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	➡ X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thinking about your answers above, please explain in detail why this is the case.

YP – We undertook an extensive consultation with children and young people as part of the Assessment to identify their needs, views and perceptions. Additionally, on an ongoing basis Play works hand in hand with the UNCRC and ensures participation by, and involvement with, children and young people

Parent/carers and the general public – had an opportunity to contribute to consultation. Additionally, we engage with parent/carer forums and representative groups, including on the Assessment.

Disability – The Play Access Group is comprised of LA and third sector officers, parent/carers and representative groups to ensure equity of access to play. This group were influential in undertaking the assessment, from identifying issues to proposing corrective actions.

Carers – Parent/carers and young carers were specifically engaged in the Assessment which includes a matter on young carers. The assessment includes actions in support of young carers.

Race – As with the Play Access Group, the Assessment was undertaken in partnership with the BME Family & Play Workstream to ensure views of ethnic minorities, including traveller communities, were represented.

Sexual Orientation – The assessment includes a matter looking at meeting play needs of LGBT children & young people and this has brought some very positive results. A specific engagement of LGBT young people took place.

It has initiated some positive discussion around gender stereotyping of toys with a range of partners.

Welsh Language – There were specific matters looking at meeting play needs of Welsh speaking CYP and Menter Iaith Abertawe were involved throughout.

The Assessment reflected very well on the Local Authority's approach to ensuring play is accessible to all and ensuring specific need groups are actively engaged.

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support your view? Please provide details below.

The Assessment was subject to consultation via questionnaires for CYP (in two age targeted formats), parent/carers, professionals and the general public.

A range of focus group events took place, including with the Disability Play Access Group, the BME Family & Play Workstream, Parent/Carer Forum, Traveller Education, Interplay's Young People's Consultation Group.

A separate Consultation Event open to the public took place in January 2016. Access to Services attended the session.

The consultation and engagement identified a wealth of views, issues, concerns and opportunities which are incorporated into the assessment. Examples include;

- Recognition of the need to ensure home schooled children can access play opportunities
- A perceived reluctance among some fathers of disabled cyp to engage in play with their children
- The many needs of young carers, including limited access to play
- CYP's favourite place to play being the park
- CYP's number 1 concern was 'drug users' in areas they like to play.
- General views on opportunities and barriers

As every need identified is reflective of a gap in terms of play sufficiency, each has an action attached to it with a view to alleviating it before the next assessment in 2019.

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge).

- Engagement with home schooled children and their parent/carers to better understand their play needs
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Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

(Please see the specific Section 4 Guidance for definitions on the above)

Please explain any possible impact on each of the above.

Swansea's Play Sector operates on a highly co-ordinated basis, allowing for strong relations between groups. As an example, the Disability Access Group feeds into the Play Spaces Group to ensure that those responsible for planning and delivery of play spaces give due regard to the needs of disabled CYP.

Following the previous Assessment, a Play Impact Assessment was produced which includes each of these 4 points. It asks lead officers to identify whether any policy or procedure conflicts with the 5 objectives of Swansea's Play Strategy.

What work have you already done to improve any of the above?

As stated above, the completion of a Play Impact Assessment addressed these for relevant plans and policies.

The establishment of the Disability Play Access and BME Family & Play groups ensures issues affecting key groups are responded to. These have included producing guidance on accessibility of play spaces, a range of additional training on issues such as human trafficking and engagement in all relevant policies and procedures.

Is the initiative likely to impact on Community Cohesion? Please provide details.

By its nature, and with the strong cultural considerations, play has a vital role in community cohesion by bringing children and their families together. The Assessment includes measures to recognise this and Swansea's community-led approach to play ensures it is a fully met target.

How will the initiative meet the needs of Welsh speakers and learners?

As explained above, the Assessment involves consideration of the needs of Welsh speakers. A specific action will be to look to increase the number of sessions with staff able to promote play through Welsh medium.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

- N/A
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Section 5 - United Nations Convention on the Rights of the Child (UNCRC):

In this section, we need to consider whether the initiative has any direct or indirect impact on children. Many initiatives have an indirect impact on children and you will need to consider whether the impact is positive or negative in relation to both children's rights and their best interests

Please visit <http://staffnet/eia> to read the UNCRC guidance before completing this section.

Will the initiative have any impact (direct or indirect) on children and young people? If not, please briefly explain your answer and proceed to Section 6.
The Assessment and its action plan will have a significant impact on children and young people. Most significantly, but not exclusively, this supports Article 31, the Right to Engage in Play, Rest & Leisure (paraphrased).

Is the initiative designed / planned in the best interests of children and young people? Please explain your answer.

Best interests of the child (Article 3): The best interests of children must be the primary concern in making decisions that may affect them. All adults should do what is best for children. When adults make decisions, they should think about how their decisions will affect children. This particularly applies to budget, policy and law makers.

For the reasons identified, and additionally with the Children's Play Team having a key role in the Authority's Children's Rights Group, this assessment is fundamentally founded on ensuring the best interests of the child and as part of its ongoing development, CYP will be continually engaged.

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

- N/A
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Section 6 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor this initiative:

Monitoring arrangements: The Assessment has an associated Action Plan which will be the responsibility of the Poverty & Prevention Service to ensure compliance. This Plan will be monitored by the Children & Young People's Board and Healthy Cities Board, via the Play Network and Early Years Opportunities Group respectively.

Actions: The Action Plan and Public summary will be made available on the Authority's website, as is a requirement.

Section 7 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to the guidance for further information on this section).

- | | |
|---|--------------------------|
| Outcome 1: Continue the initiative – no concern | X |
| Outcome 2: Adjust the initiative – low level of concern | <input type="checkbox"/> |
| Outcome 3: Justify the initiative – moderate level of concern | <input type="checkbox"/> |
| Outcome 4: Stop and refer the initiative – high level of concern. | <input type="checkbox"/> |

For outcome 3, please provide the justification below:

For outcome 4, detail the next steps / areas of concern below and refer to your Head of Service / Director for further advice:

Section 8 - Publication arrangements:

On completion, please follow this 3-step procedure:

1. Send this EIA report and action plan to the Access to Services Team for feedback and approval – accesstoservices@swansea.gov.uk
2. Make any necessary amendments/additions.
3. Provide the final version of this report to the team for publication, including email approval of the EIA from your Head of Service. The EIA will be published on the Council's website - this is a legal requirement.

