

Equality Impact Assessment (EIA) Report – 2017/8

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:Social Services

(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 here:

2019 Play Sufficiency Assessment

(c) It was initially screened for relevance to Equality and Diversity on: ADD DATE

Screening completed for 2016 Assessment 22/4/2016

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

Children/young people (0-18).....	X	Sexual orientation.....	X
Older people (50+).....	X	Gender reassignment.....	X
Any other age group	X	Welsh language.....	X
Disability	X	Poverty/social exclusion	X
Race (including refugees)	X	Carers (including young carers).....	X
Asylum seekers.....	X	Community cohesion	X
Gypsies & Travellers.....	X	Marriage & civil partnership	<input type="checkbox"/>
Religion or (non-)belief.....	X	Pregnancy and maternity.....	<input type="checkbox"/>
Sex.....	<input type="checkbox"/>		

(e) Lead Officer

Name: Stephen Cable

Job title: Childcare & Play Sufficiency Manager

Date: 20/12/18

(f) Approved by Head of Service

Name:

Date:

Section 1 – Aims (See guidance):

Briefly describe the aims of the initiative:

What are the aims? The aim of the Play Sufficiency Assessment is to identify the level and availability of play opportunities across the City & County of Swansea
Who has responsibility? The responsibility for complying with the Statutory Duty to assess play sufficiency lies with the local authority as a whole. The lead for undertaking the assessment and implementing an action plan based on identified need lies with the Poverty & Prevention Service via the Childcare & Play Sufficiency Manager.
Who are the stakeholders? Whilst the key stakeholders are the children & young people of Swansea who require access to play as part of their personal development, the list of stakeholders is considerable, including; <ul style="list-style-type: none">- Parents/carers and other family members- Organisations responsible for delivering play opportunities- Those organisations and services whose role impacts on play, either positively or negatively- Representative organisations of those groups who might require support or representation to access play-

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

Please tick which areas you have information on, in terms of service users:

Children/young people (0-18).....	✓	Sexual orientation.....	✓
Older people (50+).....	✓	Gender reassignment.....	✓
Any other age group	✓	Welsh language.....	✓
Disability	✓	Poverty/social exclusion	✓
Race (including refugees)	✓	Carers (including young carers).....	✓
Asylum seekers.....	✓	Community cohesion	✓
Gypsies & Travellers.....	✓	Marriage & civil partnership	<input type="checkbox"/>
Religion or (non-)belief.....	<input type="checkbox"/>	Pregnancy and maternity.....	<input type="checkbox"/>
Sex.....	✓		

Please provide a snapshot of the information you hold in relation to the protected groups above:

The Assessment is completed every 3 years, with the last assessment completed ahead of submission on 31st March 2016.

A requirement of the Assessment is that the Local Authority obtains information on each of the groups identified above, via statistical information as well as consultation and engagement. This information is then used to determine whether their specific needs in relation to access to play are met.

There are currently representative groups to ensure their needs are identified and responded to, e.g. Play Access Group (Disability and ALN) and BAME Family & Play (minority groups including travellers), while the PSA itself has encouraged increased engagement with LGBT and young carers with considerable success.

The 2016 PSA is attached as an appendix to show the many examples of this engagement and action.

In response to these needs, an action plan is developed to work towards play sufficiency. ***It is worth noting that Welsh Govt. looks to make year-end funding available each year for local authorities to implement these actions. It is assumed that this EIA will cover any associated funding for PSA implementation up until the next assessment in 2022.***

Any actions required, e.g. to fill information gaps?

Any actions required will have been identified as part of the process for undertaking the Assessment and these will be referred to within the Action Plan at the end of this EIA.

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

Please consider the possible impact on the different protected characteristics.

	Positive	Negative	Neutral	Needs further investigation
Children/young people (0-18)	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	→ <input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>
Sex	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welsh Language	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	→ <input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>
Pregnancy and maternity	→ ✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

As detailed above, the assessment is fundamentally based on ensuring that all groups and characteristics are considered in terms of their access to play and the impact upon it. There have been a great many meaningful outcomes as a result of this on the previous two PSA's in 2013 and 2016 – e.g. engaging with the LGBT community identified the issues around gender stereotyping of toys and, in response to this, an awareness session was held with colleagues across the authority.

Section 4 - Engagement:

Please consider all of your engagement activities here, e.g. participation, consultation,

What engagement has been undertaken to support your view? How did you ensure this was accessible to all?

As detailed, the Assessment itself requires engagement with relevant groups. As of December 2018, 3 specific engagement and consultation events have been held – one a public event for all attendees at National Playday in August 2018, an Open Play Network engagement event with stakeholders in October 2018 and a disability specific session via the Play Access Group in November 2018. Questionnaires have been distributed and the Play Team will take these to sessions, as well as them being available electronically, to ensure the widest reach.

In addition, Swansea has an existing network of representative groups and organisations who support the Play Network and, as such, this will ensure all needs and requirements are identified.

What did your engagement activities tell you? What feedback have you received?

Previous engagement events and activities have identified a range of gaps or requirements that are impacted upon by a specific need. These are detailed within the 2016 Assessment. In the past 3 years, we have seen some major changes as a result of the PSA, with the introduction of Swansea's first wheelchair swing in a public park being a key example.

During engagement on the 2019 PSA, we are already seeing that whilst great progress has been made, there is still more that needs to be done to ensure equity of access.

How have you changed your initiative as a result?

The PSA has not changed as a result of engagement as identifying need for key groups, and responding to it, is an essential element of the assessment.

Any actions required (e.g. further engagement activities, mitigation to address any adverse impact, etc.):

The main actions are continued roll-out of the consultation and a further stakeholder event in January 2019.

involvement, co-productive approaches, etc.

Section 5 – Other impacts:

Please consider how the initiative might address the following issues - see the specific Section 5 Guidance

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 explain any possible impact on each of the above.

Play is evidenced as being something that brings together different ages, interests and backgrounds. Our approach is of 'low cost, no cost' to ensure all are able to benefit from it.

We have worked on awareness and understanding of play to ensure that where the value of play is not fully recognised, knowledge of its impact has increased time for play. This is particular relevant from a cultural context.

Play sits within the Poverty & Prevention Service, with much of the local delivery coming via Families First, therefore a major focus has been on developing opportunities that support disadvantaged families and communities to come together through play. As one of many examples, the work of Family Play has increased family cohesion amongst those in greatest need.

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

The work on each of these 4 areas via the PSA has been significant and best explained via the Assessment itself, with each being fundamental to the work that we do.

We feel that the developments as part of the PSA have significantly addressed all elements.

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

As detailed above, play is something which is universally accessible and plays a major role in bringing all elements of communities together, whether that be by providing services that integrate into mainstream, or supporting disengaged families to access their local play provision.

How does the initiative support Welsh speakers and encourage use of Welsh?

There is a specific element of the PSA which requires consideration of the needs of Welsh speakers. All documentation for the PSA is available bilingually.

We have engaged Menter Iaith Abertawe to support us to look at play through the Welsh medium and included this as a discussion topic for the engagement event in October 2018.

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

N/A

Section 6 - United Nations Convention on the Rights of the Child (UNCRC):

Many initiatives have an indirect impact on children and you need to consider whether the impact is positive or negative in relation to both children's rights and their best interests. Please read the UNCRC guidance before completing this section.

Will the initiative have any impact (direct or indirect) on children and young people (think about this age group holistically e.g. disabled children, those living in poverty or from BME communities)? If not, please briefly explain your answer here and proceed to Section 7.

The PSA is fundamentally based around supporting every child and young person's right to play (Article 31).
Furthermore, it is developed through engagement with and contribution by children and young people (Article 12).
As detailed earlier, all protected characteristics will be included.

All initiatives must be designed / planned in the best interests of children and young people.

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.

Please explain how you meet this requirement:

Again, it is difficult to answer this specifically, other than to say that the above statement reflects every aim and intention of the Assessment and its implementation.
However, as one example – the team are currently working on a ground breaking development in terms of recognising children's rights and opportunities to play within the new Kingsway development and are being considered for an award as part of this.

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

Section 7 - Monitoring arrangements:

Please explain the monitoring arrangements for this initiative:

Monitoring arrangements: The PSA is monitored via the Play Network and subsequently the Children & Young People's (CYP) Board on a partnership level, as well as included within the Poverty & Prevention strategic plan.

Actions: Ongoing monitoring as per arrangements currently in place

Section 8 – 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 | ✓ |
| 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 9 - 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 – acesstoservices@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.

EIA Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
Ensure ongoing engagement and consultation as identified	Childcare & Play Sufficiency Manager	31/3/19	The PSA reflects the views and needs of all identified	Ongoing consultation in place
Publication of summary findings of PSA in accessible formats for all	Childcare & Play Sufficiency Manager	30/6/19	Information is readily available and identified groups have received and are able to respond	To be undertaken on completion of assessment

* Please remember to be 'SMART' when completing your action plan (Specific, Measurable, Attainable, Relevant, Timely).