

Impact Assessment

Version 2016

Assessment of:	Compass House Creche closure proposal
Service:	Devon County Council Adult Social Care

Head of Service:	Tim Golby, Head of Social Care Commissioning
Date of sign off by Head Of Service/version:	Updated version following consultation: 20/7/16 Original impact assessment carried out by Devon Partnership Trust: 10/7/15 Impact assessment first carried out by DCC: 18/6/16
Assessment carried out by (incl. job title):	Paul Giblin, Involvement Manager

Section 1 - Background

Description:	<p>The crèche is part of the service offered at Compass House in Exeter for people using mental health services, primarily the Depression and Anxiety service. This service was managed by Devon Partnership NHS Trust until April 2016 when it was taken over by Devon County Council.</p> <p>Compass House Crèche operates for children aged 0 months to 9 years and older siblings during the holidays. It is specifically available for parents and carers attending Adult mental health counselling services, depression and anxiety clinics etc. Its opening hours are 10am -12noon on Tuesday and from 10 am to 1pm on Wednesday and Thursday. The total cost of the crèche in a full year is £22,700 (budget is £19,000) and there are 3 members of staff employed which means that, taking into account the rate paid by parents of £1.50 per</p>
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	<p>session they attend, the financial viability of the service is highly questionable, especially in the current climate.</p> <p>In April 2016 the Crèche was de-registered from Ofsted Early Years register as children would only be accessing the crèche for the time that the parents are on site having counselling/therapy sessions. This meant that no child could be in the crèche for more than two hours and parents were not permitted to go off site and leave the children in the crèche.</p>
Reason for change and options appraisal:	<p>Provision of the crèche is being reviewed. This is because use of the crèche has fallen to an extremely low level. During the 8 weeks since 4 April, the number of children placed in the crèche was:</p> <p>Week 1 – 4, week 2 – 11, week 3 – 5, week 4 – 5, week 5 – 5 (with 4 no-shows that week), week 6 – 3, week 7 – 6 and week 8 – 8.</p> <p>As well as being an inflexible model of provision, the total cost of the crèche in a full year is £20,300 and there are 3 members of staff employed which means that, taking into account the rate paid by parents of £1.50 per session they attend, the financial viability of the service is highly questionable, especially in the current climate.</p> <p>That level of use means the current model of crèche provision is no longer viable, because:</p> <ul style="list-style-type: none"> • Good practice requires two members of staff in attendance at all times, which is simply not cost effective for such very low numbers of children. • Appointments with the Depression and Anxiety Service do not always run for consecutive weeks. • Attendance is even lower than expected because children sometimes fail to attend without giving notice. • Staff hours exceed the demand for places. • The crèche is only available for limited specific days, while the mental health services are open all week, yet parents can only access the crèche if their appointment time corresponds with crèche opening times. <p>Devon County Council is therefore proposing to review the crèche provision with a view to closing this service, and proposes a new way for parents who use mental health services to access childcare while receiving mental</p>

	<p>health support.</p> <p>If they cannot make their own informal childcare arrangements for sessions at Compass House then parents will be helped to identify and arrange their own registered childcare provision, i.e. using a nursery or pre-school organisation or a registered childminder.</p> <p>This will mean that available childcare arrangements are not limited to the hours in which the crèche is open, giving parents more flexibility in the choice of childcare they can have when attending support sessions. If they wish, they will also be able to choose childcare options close to their home rather than bringing children with them to Compass House.</p> <p>If they still want to have childcare which is close to Compass House then there are about 15 registered childcare providers within a mile of Compass House and 53 registered childcare providers within a five mile radius. (this fluctuates but numbers true as of May 2016) Devon's Family Information Service (formerly DISC) can help parents find appropriate childcare.</p>
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Section 2 - Key impacts and recommendations

Social/equality impacts:	There will be a negative impact for a small number of people, for which mitigation will be explored as part of the consultation process with the people who use the service.
Environmental impacts:	N/A
Economic impacts:	Micro impact: tiny staff group affected.
Other impacts (partner agencies, services, DCC policies, possible 'unintended	The mental health service provided by Devon Partnership Trust will have to consider how to support people referred to them who have childcare needs in a way which includes helping those people source appropriate childcare from independent providers, as happens elsewhere.

consequences’):	
How will impacts and actions be monitored?	The mental health service will monitor the impact of changing the childcare arrangements for people who use the depression, anxiety and other relevant services to check whether this means fewer adults are able to attend their support sessions.

Section 3 - Profile and views of stakeholders and people directly affected

People affected:	People with mental health issues, particularly depression and anxiety, who are parents of young children, and who have been referred to the service.
Diversity profile and needs assessment of affected people:	In the 8 week period from 4 April 2016, there were only 47 attendances at sessions.
Other stakeholders:	Devon NHS Partnership Trust (DPT) as the depression and anxiety service provider, Devon County Council’s Children’s Services Early Years management as childcare professionals.
Consultation process:	<p>Engagement with people using the service, staff consultation, and ongoing liaison between DCC and DPT over service provision.</p> <p>Devon Partnership Trust first started considering the impact of closing Compass House over a year ago, in July 2015, and the mental health service has had that time to prepare for ways of supporting parents in sourcing alternative provision. DCC’s formal consultation period lasted from 22 June to 13 July 2016, during which time 40 responses were received. Any impacts identified during that consultation process have been added to this updated impact assessment, so relevant mitigation can be considered.</p>
Research and information used:	Figures on use of the service and cost of provision, audit of alternative sources of childcare provision in the area surrounding Compass House, and liaison with local experts in childcare provision. Consultation responses received from crèche staff and service users.

Background Analysis

This section describes how relevant questions and issues have been explored during the options appraisal.

Section 4a - Social Impacts

Characteristics	<p>Describe any needs and actual or potential negative consequences (e.g. disadvantage or community tensions) for the groups listed.</p> <p>(Consider how to mitigate against these).</p> <p><u>Overall mitigation:</u> Devon Partnership Trust (DPT) first conducted an impact assessment on this proposal on 10 July so the relevant mental health professionals have had over a year in which to plan how to offer replacement childcare support to affected service users. There is no other crèche or childcare supported offered anywhere else in DPT across the county, users of the Exeter facility will be supported as individuals to make the same arrangements that have to be made in other parts of Devon using independent childcare provision.</p>	<p>Describe any needs and actual or potential neutral or positive outcomes for the groups listed.</p> <p>(Consider how to advance equality/reduce inequalities as far as possible).</p>
All residents (include generic equality	This service is only available to people with young children who have been referred to Compass House	

provisions):	by the services as part of formal mental health provision.	
Age:	There is no formal age limit but this service is only available to users of mental health services with children aged from 0-8 years, although other children can be accommodated if they are siblings of the service users' younger child.	
Disability (incl. sensory, mobility, mental health, learning disability, ill health) and carers of disabled people:	Users of the crèche service must be adults who are receiving support from Devon Partnership Trust for mental health conditions, primarily depression and anxiety. For the few parents who have made use of the service the closure of the crèche will be perceived as a negative impact because they will have to make alternative childcare arrangements of their own. The staff at Compass House can support children in the following categories of disability and special needs: Epipen trained, speech & language impediments, challenging behaviour, emotional impairment, development delay, autism, and asthma. Individual assessment of need must therefore ensure such conditions can be supported when sourcing alternative childcare.	These parents will be supported to make their own childcare arrangements to cover their mental health support sessions. The mental health staff responsible for supporting the adults using the creche will be given the information they need to help their clients source alternative childcare provision.
Culture and ethnicity: nationality/national origin, skin colour, religion and belief:		There will be neutral impact in terms of culture and ethnicity as parents will be supported to find local registered childcare provision will be as sensitive to their cultural or ethnic needs as the Compass Creche.
Sex, gender and gender	A small number of young women affected by post-	The mitigation which will neutralise that negative impact

identity (including men, women, non-binary and transgender people), and pregnancy and maternity (including women's right to breastfeed).	natal depression will be the prime group affected by the removal of this service, for whom it will have a negative impact. This will be mitigated by supporting them to make alternative individual childcare arrangements.	will be to support those service users to find alternative appropriate childcare arrangements sensitive to their needs.
Sexual orientation and marriage/civil partnership:		There will be a neutral impact as support will be made available to source alternative childcare which is sensitive to individuals.
Other socio-economic factors such as families, carers, single people/couples, low income, vulnerability, education, reading/writing skills, 'digital exclusion' and rural isolation.	The purpose of the Compass crèche is to enable people with mental health issues who have pre-school age children and sources of childcare to be able to access childcare while attending Compass House for support. Mental health issues affect all socio-economic groups, but those on lower incomes will be the most badly affected by the closure of the crèche. The mental health service will work with affected parents to help them secure alternative childcare provision whilst attending Compass House. Single parents will be disproportionately affected because they will not have a formal partner who can be asked to help with childcare.	
Human rights considerations:		There will be a neutral impact as the right to family life will be considered when supporting people to find alternative childcare.

Section 4b - Environmental impacts

An impact assessment should give due regard to the following activities in order to ensure we meet a range of environmental legal duties.

The policy or practice does not require the identification of environmental impacts using this Impact Assessment process because it is subject to (please select from the table below and proceed to the 4c, otherwise complete the environmental analysis table):

	Devon County Council's Environmental Review Process for permitted development highway schemes.
	Planning Permission under the Town and Country Planning Act (1990).
	Strategic Environmental Assessment under European Directive 2001/42/EC "on the assessment of the effects of certain plans and programmes on the environment".

	Describe any actual or potential negative consequences. (Consider how to mitigate against these).	Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible).
Reduce waste, and send less waste to landfill:	N/A	
Conserve and enhance biodiversity (the variety of living species):	N/A	
Safeguard the distinctive characteristics, features and special qualities of Devon's	N/A	

landscape:		
Conserve and enhance the quality and character of our built environment and public spaces:	N/A	
Conserve and enhance Devon's cultural and historic heritage:	N/A	
Minimise greenhouse gas emissions:	N/A	
Minimise pollution (including air, land, water, light and noise):	N/A	
Contribute to reducing water consumption:	N/A	
Ensure resilience to the future effects of climate change (warmer, wetter winters; drier, hotter summers; more intense storms; and rising sea level):	N/A	
Other (please state below):	N/A	

Section 4c - Economic impacts

	Describe any actual or potential negative consequences. (Consider how to mitigate against these).	Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible).
Impact on knowledge and skills:	N/A	
Impact on employment levels:	3 creche worker redundancies.	DCC may not have relevant redeployment opportunities, but the wider childcare sector will have job opportunities for experienced childcare staff.
Impact on local business:	Micro.	There may be a small increase in trade for local independent childcare providers.

Section 4d -Combined Impacts

Linkages or conflicts between social, environmental and economic impacts:	N/A
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Section 5 - 'Social Value' of planned commissioned/procured services:

How will the economic, social and environmental well-being of the relevant area be improved through what is being proposed? And how, in conducting the process of procurement, might that improvement be secured?	N/A
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