

Equality Impact Assessment –
the process for analysing the
effects on equality

Full EqIA

**Delivery of childcare for disadvantaged two year
old children in children's centres**

March 2013

EQUALITY IMPACT ASSESSMENT (EqIA)

SECTION 1: SUMMARY OF EQUALITY IMPACT ASSESSMENT (EqIA)

1.1	Details of the Policy, Strategy, Function, Project or Activity
	<p>Title of EqIA: Delivery of childcare for disadvantaged two year old children in children's centres</p> <p>Date of EqIA: March 2013</p> <p>EqIA is on a combination of : strategy; Project</p> <p>Indicate whether it is a 'new' or an 'existing' policy, strategy, function, project or activity:</p> <p><input type="checkbox"/> New New but builds on existing strategy duty for ensuring sufficient childcare for 3 and 4 year olds and sufficient children's centres</p> <p><input type="checkbox"/> Existing</p>
1.2	Details of the person responsible for the EqIA
	<p>Full Name: Dwynwen Stepien</p> <p>Position: Head of EIFS</p> <p>Department: Children Families & Learning</p> <p>Telephone number: Dwynwen.stepien@croydon.gov.uk</p>

1.3 What is the aim and objective of the policy, strategy, function, project or activity?

The Coalition Government has emphasised the core purpose of children’s centres as follows:

- child development and school readiness - supporting personal, social and emotional development, physical development and communication and language from pre-birth to age 5, so children develop as confident and curious learners and are able to take full advantage of the learning opportunities presented to them in school
- parenting aspirations and parenting skills - building on strengths and supporting aspirations, so that parents and carers are able to give their child the best start in life
- child and family health and life chances - promoting good physical and mental health for both children and their family; safeguarding; supporting parents to improve the skills that enable them to access education, training and employment; and addressing risk factors so that children and their families are safe, free from poverty and able to improve both their immediate wellbeing and their future life chances.

In October 2010, the Government announced, as part of the Fairness Premium, that it will extend the free entitlement of 15 hours per week to all disadvantaged two year olds. The Government also wants local authorities to provide free early education for all two year olds who are looked after by the state. For Croydon this will mean that the number of 2 year old children who could access funded places will rise from 200 in 2012 to 1,200 in 2013, and 2,500 in 2014. The main criteria will be based on the free school meal criteria which will create large differences across the borough. In some wards nearly all families will be offered a funded 2 year old place whilst in other areas only a few families may meet the criteria.

With a further reduction in funding of children’s centres it is proposed to bring together these two duties and consider where appropriate those centres where there would be delivery of childcare on the site. This would maximise the use of the buildings and reduce the reliance on council funding as it would be replaced by Dedicated School Grant that pays for the childcare. Childcare is a key part of the children’s centre offer so this approach enhances rather than detracts from the overall service delivery model. It will however limit some services as there will be less available space but other centres will provide this through outreach and other activities.

SECTION 2: SCOPING THE ASSESSMENT

2.1 What information is currently available about the different protected groups that the policy, strategy, function, project or activity

is likely to effect? (for examples see guidance)

All local authorities now have a statutory duty not just to ensure sufficiency of childcare for all three and four year olds, but to ensure all two year olds whose families who meet the free school meals eligibility criteria (and/or are looked after) can access 15 hours free childcare from September 2013. The criteria from September 2014 will also take into account the more specific definition that includes children in families below proposed £16,190 cut off point, with SEN statements or disability living allowance, or adopted from care. The new places required are outlined below.

	September 2013 (children in families meeting criteria also used for free school meals, and looked after children)	September 2014 (as 2013, plus children in families below proposed £16,190 cut off, with SEN statements or disability living allowance, or adopted from care)
Estimated number of children who will be eligible	1200	2500
Estimated number of children requiring places (est. at 80% take up rate)	960	2000

Protected groups are likely to be included in the disadvantaged group as defined by low income. By September specific groups of children with disabilities or SEN will also be targeted.

Data is provided through census information and services will be made aware of the opportunities to access free childcare. All parents will need to check their eligibility criteria with their local children's centre.

There is demographic data that indicates the level of need in each of the 5 localities showing significant variance across areas within the borough. The following table highlight the variance between localities for September 2013.

Learning Community	Est. number of children aged two	Est. percentage of primary FSM*	Est. no of new childcare places required for September 2013
Central	1,016	25%	254
East	613	36%	221
North	1,474	23%	339
South	1,172	15%	176
West	1,260	26%	328
Grand Total	5,535	22%	1317

2.2 What are your information gaps? For example service user data, or employment data on a particular protected group.
What steps are you/have you taken to fill them as part of this assessment?

We have not yet identified the proportion of children with disabilities or learning difficulties. Further research is being undertaken to determine a better understanding by working health services. Demographic data on take-up of childcare will be collected routinely so as to identify any gaps.

2.3 Who have you engaged with (staff, service users, community groups etc)?
Describe the methods of engagement you used
What are the issues arising from the engagement?
What are the outcomes of this engagement?
What engagement did not or could not take place?

Engagement is being undertaken as part of the development of children's centres as part of the delivery of new childcare provision. This will enable parents to outline their priorities for new childcare services i.e. type of provision, where they are needed etc. The pilot in the East locality has engaged local providers and parents in ensuring the community understands the offer and that local providers are able to respond as far as is possible to parent requirements. Children's centres and FamilySpaceCroydon are providing on-going information to local communities and parents. We have undertaken questionnaires / online surveys and focus groups. We will be using the outcomes of the engagement (Feb to 27th March) to inform how we shape the offer of childcare in children's centres.

A locality plan is being drawn up that includes on-going engagement across different protected groups

- parents of potentially eligible children ensuring coverage of different protected groups
- current providers including childminders, PVI settings, schools, children's centres

As a two year programme of development this consultation will take place as each locality develops its plans for new places.

We are already a pilot authority and we are working in the East locality – we are moving incrementally to ensuring there is sufficient provision within each locality.

SECTION 3: ANALYSING YOUR EQUALITY INFORMATION

3.1 From the information you have gathered (including information gathered to fill existing gaps) and the engagement you have undertaken how are each protected group affected (positively or negatively, or not affected at all)?
 What changes could be made to the policy, strategy, function, project or activity to mitigate a negative impact?

Age

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
0-19	Y			This focuses only on families with two year old children who meet financial criteria	Statutory definition
19-35	Y			This will benefit parents and carers aged between 19-35	
36-65	Y			This will benefit parents, carers and grandparents (who may provide informal care) aged between 19-35	
Over 65	Y			This will benefit extended family members and grandparents (who may provide informal care) aged between 19-35	

Disability

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Learning disability	Y			From September 2014, children with a disability will be included in the eligibility criteria. They will also be eligible if parents are in receipt of disability living allowance.	

Physical disability	Y			From September 2014, children with a disability will be included in the eligibility criteria. They will also be eligible if parents are in receipt of disability living allowance.	
Mental health	Y			From September 2014, children with a disability will be included in the eligibility criteria. They will also be eligible if parents are in receipt of disability living allowance.	
Deaf or hard of hearing	Y			From September 2014, children with a disability will be included in the eligibility criteria. They will also be eligible if parents are in receipt of disability living allowance.	
Visually impaired	Y			From September 2014, children with a disability will be included in the eligibility criteria. They will also be eligible if parents are in receipt of disability living allowance.	
Other, incl carers	Y			From 2013 the eligibility criteria includes children who are looked after. In September 2014 this will be extended to include all children who have been adopted.	

Gender/Sex

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Female	Y			The programme includes all boys and girls aged two who meet the eligibility criteria.	

Male	Y			The programme includes all boys and girls aged two who meet the eligibility criteria.	
Gender reassignment	Y			The programme includes all boys and girls aged two who meet the eligibility criteria.	

Race/Ethnicity

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Asian	Y			The programme includes all children aged two who meet the eligibility criteria.	
Black	Y			The programme includes all children aged two who meet the eligibility criteria.	
White	Y			The programme includes all children aged two who meet the eligibility criteria.	
Mixed	Y			The programme includes all children aged two who meet the eligibility criteria.	

Religious/Faith Groups

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Buddhist	Y			The programme includes all children aged two who meet the eligibility criteria.	

Christian	Y			The programme includes all children aged two who meet the eligibility criteria.	
Hindu	Y			The programme includes all children aged two who meet the eligibility criteria.	
Jewish	Y			The programme includes all children aged two who meet the eligibility criteria.	
Muslim	Y			The programme includes all children aged two who meet the eligibility criteria.	
Sikh	Y			The programme includes all children aged two who meet the eligibility criteria.	
No religion/faith	Y			The programme includes all children aged two who meet the eligibility criteria.	

Sexual Orientation

	Positive Impact	Negative Impact	None		What changes could be made?
Heterosexual	Y			The programme includes all children aged two who meet the eligibility criteria.	
Lesbian	Y			The programme includes all children aged two who meet the eligibility criteria.	

Gay	Y			The programme includes all children aged two who meet the eligibility criteria.	
Bisexual	Y			The programme includes all children aged two who meet the eligibility criteria.	

Pregnancy and maternity

Pregnancy and maternity	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
	Y			The initiative will actively work towards identifying families early on so that childcare places are part of whole family support plan.	

Marriage and civil partnership

	Positive Impact	Negative Impact	None	Brief detail of impact	What changes could be made?
Marriage/civil partnership			Y	The programme includes all children aged two who meet the eligibility criteria.	

3.2 From the information you have gathered and the engagement you have undertaken describe how the policy, strategy, function, project or activity actively enables the council to meet its public duties to:

Advance equality of opportunity between different groups of people by removing or minimizing disadvantages

The development of good quality childcare places for two year olds is part of Coalition Government's strategy for early intervention. The offer of free childcare will target some of the most vulnerable two year olds and is seen to be a key factor in reducing child poverty. The 'offer' to parents accessing the two year old offer in children's centres will be enhanced by the network of services available through centres in the collaboration although there may be a loss of activities within the centre providing the childcare.

Advance equality of opportunity between different groups of people by taking steps to meet needs	<p>The development of good quality childcare places for two year olds is part of Coalition Government's strategy for early intervention. The offer of free childcare will target some of the most vulnerable two year olds and is seen to be a key factor in reducing child poverty.</p> <p>In recognizing an increased level of vulnerability for the targeted groups, additional family support will be made available where input is required to address need, this will apply particularly where children are disabled, have SEN or are looked after.</p>
Advance equality of opportunity between different groups of people by encouraging participation in public life	<p>The development of good quality childcare places for two year olds is part of Coalition Government's strategy for early intervention. The offer of free childcare will target some of the most vulnerable two year olds and is seen to be a key factor in reducing child poverty. The opportunities for parents to access other services and/or to train as volunteers will be clear for all parents taking up the childcare offer.</p>
Eliminate discrimination	<p>All childcare services commissioned by the LA and inspected by Ofsted must counter discrimination, harassment, victimization, seek to foster good relationships across the community they serve.</p>
Eliminate harassment	<p>All childcare services commissioned by the LA and inspected by Ofsted must counter discrimination, harassment, victimization, seek to foster good relationships across the community they serve.</p>

Eliminate victimisation	All childcare services commissioned by the LA and inspected by Ofsted must counter discrimination, harassment, victimization, seek to foster good relationships across the community they serve.
Foster good relations between different groups and communities by tackling prejudice	All childcare services commissioned by the LA and inspected by Ofsted must counter discrimination, harassment, victimization, seek to foster good relationships across the community they serve. This project offers an opportunity for children from low income families to participate in early education, showing that they can participate alongside their peers – which should help to break down prejudice against their capabilities and life expectations.
Foster good relations between different groups and communities by promoting understanding	All childcare services commissioned by the LA and inspected by Ofsted must counter discrimination, harassment, victimization, seek to foster good relationships across the community they serve. Low income families can feel stigmatized and this project offers an opportunity to show that they have the same social, educational and employment desires for their children as do those on higher incomes.

3.3 Having considered the potential or actual effect of the policy, strategy, function, project or activity on equality make an informed judgment about what should be done (more than one may apply)?

Outcome	Definition (more information is available in the guidance)	Judgment (Y/N)
Outcome 1: no major change	Your assessment demonstrates that the policy is robust and the evidence shows no potential for discrimination and that you have taken all appropriate opportunities to advance equality and foster good relations between groups.	Y
Outcome 2: adjust the policy	This involves taking steps to remove barriers or to better advance equality and introducing measures to mitigate the potential effect.	Y
Outcome 3: continue the policy	This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not unlawfully discriminate.	

Outcome 4: stop and remove the policy	If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy altogether. If a policy shows unlawful discrimination it must be removed or changed.	

3.4 Planning actions – please record all actions arising from the assessment, with clear targets, milestone and lines of responsibility.

Protected group ¹	Action (SMART)	Intended Outcome	Completion Date	Lead Officer	Lead Partner ²
All	Assess impact where centres are focusing on the delivery of childcare to ensure that the collaboration can offer commensurate opportunities for local families in the local area	The childcare offer will enhance the overall collaboration offer of family support and activities	On agreement of individual plan and collaboration supporting documentation	Denise Clements	
All	Collate demographic data for parents who take up childcare	address gaps in take up of protected groups who also meet the eligibility criteria	termly intervals	Laura McRoberts	
All	Measure the impact of the next three years through the EYS profile	Outcomes will be utilised to inform practice and training for settings	Annually	Pauline Goldrick	

¹ Enter in this column which of the protected characteristics that the action encompasses: race/ethnicity (r), disability (d), age (a), sexual orientation (so), gender/sex (g), religion/belief (rb), gender reassignment (gr), marriage and civil partnerships (m), pregnancy and maternity (pm).

² If appropriate.

3.5 Please indicate the risks and what will be done to address them? Risks may need to be recorded in your risk register.						
Risk/ issues identified	Action required	Resource implications	Timescales	Lead Officer	Expected outcome	Progress
Parents do not use other centres or outreach	Publicity of collaboration offer; familyspacecroydon website to promote	Will use existing websites, children's centres and council information channels	Termly in line with new provision	Denise Clements	Clear collaboration plan that reaches parents who could benefit from services on offer	
Insufficient places available	Working with local providers	Funding is in place via the trajectory and place funding	Termly reviews of places against take up	Dwynwen Stepien	Targeted work in areas of need	
Low take up rates	Publicity that matches availability of places	Will use existing websites, children's centres and council information channels	Termly in line with new provision	Dwynwen Stepien	Targeted publicity in areas of low take up	

SECTION 4: MONITORING AND REVIEW

4.1 Equality impact assessment is an ongoing process that does not end once a policy, strategy, function, project or activity has been agreed or implemented.	
Question	
How will you measure the effects of the policy on equality?	<p>Take up rates will be assessed across all protected groups</p> <p>Take up rates of children's centre services will be monitored as part of contract arrangements</p> <p>EYFS profile will be assessed across all protected groups</p>

When will the policy be reviewed?	Termly with take up rates Annually for children's centre take up rates Annually through EYFS results Reported annually to Early Intervention and Family Support Board.
What type of equality information is needed for monitoring and how often will it be analysed?	As above
How will stakeholders be engaged in the implementation, monitoring and review?	Through satisfaction surveys in children's centres. Through parental input to Ofsted inspections.

5.1	Before sending the EqIA to be approved by the relevant director use the following checklist to ensure the process is completed. The completed initial EqIA should also be checked.	
		Y/N
	The EqIA clearly outlines the purpose of the policy, strategy, function, project or activity? (initial and full assessment template)	Y
	The EqIA clearly outlines how the policy, strategy, function, project or activity relates to equalities and to the council's public duties? (initial and full assessment template)	Y
	The EqIA clearly outlines the evidence available and the information gathered for the assessment? (full template only)	Y
	The EqIA clearly outlines the community engagement undertaken for the assessment? (full template only)	Y

The EqIA clearly identifies the impact on each protected group based on the information available and how the policy, strategy, function, project or activity enables the council to meet its public duties? (full template only)	Y
Final judgement has been made based on the evidence available? (full template only)	Y
The EqIA identifies SMART actions and identifies risks? (full template only)	Y
The EqIA includes information on how the policy, strategy, function, project or activity will be monitored and reviewed? (full template only)	Y

SECTION 6: DECISION MAKING AND PUBLICATION

6.1	I agree with the outcome of the above EqIA and actions arising, and have integrated the outcome into the policy decision	
Lead Officer		
Name	Dwynwen Stepien	
Signature		
Date	March 2013	
Lead Director		
Name	David Worlock	
Signature		
Date		

Date sent to corporate equalities and cohesion team (data.equalities@croydon.gov.uk)

THIS SECTION TO BE COMPLETED BY THE CORPORATE EQUALITIES AND COHESION TEAM

Publication Date (summary
on website)