

# Equality Impact Assessment

## Childcare Sufficiency Assessment

### Stage 1 Details of the proposal

|   |   |
|---|---|
| <b>Name of service</b><br><b>Directorate</b>                                | Children Services – Early Start, Prevention and Sufficiency   |
| <b>Name of officer responsible for EIA</b><br><b>Name of senior sponsor</b> | Melanie Szoke – Childcare Quality and Sufficiency Manager<br>Claire Gilmore – Head of Early Start Prevention and Sufficiency                            |
| <b>Description / purpose of proposal</b>                                    | The Childcare Sufficiency Assessment provides an assessment of the availability, sustainability and sufficiency of childcare places across the borough. |
| <b>Date EIA started</b>   | June 2022   |
| <b>Assessment Review date</b>   | Review: December 2022, March 2023 and renew June 2023 as the new assessment is completed.   |

### Stage 2 - About the proposal

|                                      |   |
|--------------------------------------|---|
| <b>What is being proposed?</b>       | A Childcare Sufficiency Assessment which supports local authorities in shaping the childcare market in their area. Working with providers from the private, voluntary, independent and maintained sectors, the local authority will look to create a strong, sustainable and diverse childcare market that meets the needs of parents. It focuses in particular on sufficient, sustainable and flexible childcare that is responsive to parents' needs. |
| <b>Why is the proposal required?</b> | The Childcare Act 2006 places a legal duty on all local authorities to ensure that there is sufficient childcare in their area.   |

**What will this proposal mean for customers?**

The Childcare Sufficiency Assessment supports parents to gain an understanding of the types of childcare and the places on offer in Barnsley, to inform decisions about childcare options for their family. It also supports childcare providers to understand the local childcare market and to help them make informed choices to better meet the childcare needs of families in Barnsley.

**Stage 3 - Preliminary screening process**

**Use the Preliminary screening questions to decide whether a full EIA is required**

Yes - EIA required (go to next section)

No – EIA not required (provide rationale below including name of E&I Officer consulted with)

**Stage 4 - Scoping exercise - What do we know?**

**Data: Generic demographics**

What generic data do you know?

The report incorporates data provided by setting on the amount of places they provide and the vacancy levels that can be accessed. The report assesses the places and vacancy data against the ONS population data for 0-14.

**Data: Service data / feedback**

What equalities knowledge do you already know about the service/location/policy/contract?

The CSA is completed to ensure there are sufficient childcare places across the borough and identifies any potential/actual gaps. It is the responsibility of childcare providers to ensure they meet the requirements of the EYFS which is the framework including legal duties in which they operate.

The Early Years Foundation Stage (EYFS) sets the standards that all early year's providers must meet to ensure that children learn and develop well and are kept healthy and safe. It promotes teaching and learning to ensure children's 'school readiness' and gives children the broad range of knowledge and skills that provide the right foundation for good future progress through school and life.

The EYFS seeks to provide: • quality and consistency in all early years settings, so that every child makes good progress and no child gets left behind • a secure foundation through planning for the learning and development of each individual child, and assessing and reviewing what they have learned regularly • partnership working between practitioners and with parents and/or carers • equality of opportunity and anti-discriminatory practice, ensuring that every child is included and supported

### Data: Previous / similar EIA's

Has there already been an EIA on all or part of this before, or something related? If so, what were the main issues and actions it identified?

No

### Data: Formal consultation

What information has been gathered from formal consultation?

The following information has been gathered by formal consultation:

- Information on the number of childcare places across the borough
- Information on the vacancies held by childcare providers
- Information from parents about unmet need

## Stage 5 - Potential impact on different groups

Considering the evidence above, state the likely impact the proposal will have on people with different protected characteristics

(state if negative impact is substantial and highlight with **red text**)

Negative (and potentially positive) impacts identified will need to form part of your action plan.

| Protected characteristic   | Negative<br>'-' | Positive<br>'+' | No impact | Don't know | Details   |
|--|-----------------|-----------------|-----------|------------|---|
| Sex  |                 |                 | ✓         |            | Data not collected on sex. There is no known adverse impact.  |
| Age  |                 | ✓               |           |            | The report covers childcare needs for all pre-school and school age children and funded early education places for 2, 3 and 4 year olds.  |
| Disabled<br><i>Learning disability, Physical disability, Sensory Impairment, Deaf People ,invisible illness, Mental Health etc</i> |                 | ✓               |           |            | The childcare needs of Children with Special Educational needs and disability are covered. Children with disabilities are included in the 2 year old offer and the extended 30hour offer. The Council supports children with complex needs through high needs block funding and through the Early Education Funding via the Early Years Inclusion Grant. Targeted funding supports the delivery of appropriate places for children with a disability. |
| Race   |                 |                 | ✓         |            | Data not collected on race. There is no known adverse impact as all childcare providers must meet he requirements of EYFS ensuring their  |

|                              |  |   |   |  |   |
|------------------------------|--|---|---|--|---|
|                              |  |   |   |  | environments represent the communities/children and families they support as well as the wider world.   |
| Religion & Belief            |  |   | ✓ |  | Data not collected on religious beliefs. There is no known adverse impact as all childcare providers must meet the requirements of EYFS ensuring their environments represent the communities, families and children they support as well as the wider world. |
| Sexual orientation           |  |   | ✓ |  | Data not collected on sexual orientation. There is no known adverse impact.   |
| Gender Reassignment          |  |   | ✓ |  | Data not collected on gender reassignment. There is no known adverse impact.  |
| Marriage / civil partnership |  |   | ✓ |  | Data not collected on marriage and civil partnership . There is no known adverse impact.  |
| Pregnancy / maternity        |  | ✓ |   |  | The report covers the childcare availability and gaps for children 0-5 years to support those who need to find childcare after having a baby.   |

| Other groups you may want to consider        |          |          |           |            |   |
|--|----------|----------|-----------|------------|---|
|  | Negative | Positive | No impact | Don't know | Details   |
| Ex services                                  |          | ✓        |           |            | The report covers the childcare availability and gaps for those 0-5 which may be required by ex services families settling in the Barnsley area   |
| Lower socio-economic                         |          | ✓        |           |            | The report specifically covers the places for 2 year olds some of whom may be eligible for paid places under the two year old entitlement for children from low socio economic families |
| Other ... Afghanistan Resettlement Programme |          | ✓        |           |            | Links will be made to establish how many families will be resettled in Barnsley and support to find childcare will be offered.  |

**Stage 6 - BMBC Minimum access standards**

If the proposal relates to the delivery of a new service, please refer to the Customer minimum access standards self-assessment (found at )

If not, move to Stage 7.

Please use the action plan to be taken to ensure the new service complies with the minimum access standards. Reasonable adjustments for disabled people.

Not yet live

The proposal will meet the minimum access standards.

The proposal will not meet the minimum access standards. –provide rationale below.

|  |
|--|
|  |
|--|

## Stage 7 – Action plan

### To improve your knowledge about the equality impact . . .

Actions could include: community engagement with affected groups, analysis of performance data, service equality monitoring, stakeholder focus group etc.

| Action we will take:   | Lead Officer  | Completion date        |
|--|---------------|------------------------|
| The assessment will be reviewed termly and refreshed annually as the new CSA is completed  | Melanie Szoke | Termly until June 2023 |
| The creation of new places will be monitored and further work will be completed on access for those children with EAL and SEND and also by area. | Melanie Szoke | June 2023              |
|  |               |                        |

### To improve or mitigate the equality impact . . .

Actions could include: altering the policy to protect affected group, limiting scope of proposed change, reviewing actual impact in future, phasing-in changes over period of time, monitor service provider performance indicators, etc.

| Action we will take: | Lead Officer | Completion date |
|----------------------|--------------|-----------------|
|                      |              |                 |
|                      |              |                 |
|                      |              |                 |

### To meet the minimum access standards . . .(if relevant)

Actions could include: running focus group with disability forum, amend tender specification, amend business plan to request extra ‘accessibility’ funding, produce separate MAS action plan, etc.

| Action we will take: | Completion date |
|----------------------|-----------------|
| <b>Not yet live</b>  |                 |

|  |  |  |
|--|--|--|
|  |  |  |
|  |  |  |

## Stage 8 – Assessment findings

Please summarise how different protected groups are likely to be affected

|                                   |  |
|-----------------------------------|--|
| <b>Summary of equality impact</b> | <p>The assessment will be reviewed termly and refreshed annually as the new CSA is completed</p> <p>The creation of new places will be monitored and further work will be completed on access for those children with EAL and SEND and also by area.</p> |
|-----------------------------------|--|

|                              |   |
|------------------------------|---|
| <b>Summary of next steps</b> | <p>This equality and impact assessment enables the L.A to consider the impact of the Childcare Sufficiency Assessment and its impact on different protected groups. As there was deemed to be sufficient childcare across the borough when the assessment was completed and the setting must provide equal access and suitable childcare to reflect and support children from all the different protected groups covered by the assessment there is currently no adverse impact identified for any group. But this will be monitored as there are some uncertainties about demand and availability due to the current workforce crisis. Therefore, further data will need to be collected to ensure the lower vacancy levels do not impact unfairly on any protected group.</p> |
|------------------------------|---|

|   |   |
|---|---|
| <b>Signature (officer responsible for EIA) Date</b> | <br>1.06.2022 |
|---|---|

\*\* EIA now complete \*\*

## Stage 9 – Assessment Review

**(This is the post implementation review of the EIA based on date in Stage 1 if applicable)**

**What information did you obtain and what does that tell us about equality of outcomes for different groups?**