

Equality screening and Full Impact Assessment template

Note: Please delete guidance notes (in italics) after completing the form

Name of a policy / procedure / function / project: Early Years and Childcare

Date: 11 September 2009

Carried out by:

Name	Role
Tim Vaughan	Principal Manager Parent, Family and Community
Angela Lewis	Senior Manager Childcare Strategy

Aims of the policy / procedure / function / project:

The Early Years and Childcare Strategy plays a key role in improving outcomes for children and young people and in reducing the inequality of outcomes between the most disadvantaged and the rest.

Stakeholders:

Childcare Providers, Schools, parents/carers, children and young people and professionals working with them

Considering the purpose of the Equality Impact Assessment process, is the policy (function, procedure etc.) relevant?

Yes No

Potential impact on target groups:		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
<p>Race <i>(also ethnicity, nationality and associated aspects such as culture and language)</i></p> <p>Gypsies and Travellers</p>	<ul style="list-style-type: none"> • Ensure both child and parent needs are met when accessing appropriate childcare. • Develop a mutual understanding of the values of early years and childcare. • Ensure parents and carers have access to information, advice and assistance at the appropriate times in their child's life and in a format which meets their needs. 	<ul style="list-style-type: none"> • Childcare providers are supported to provide a fully inclusive service embracing aspects of different cultures and language. • Evaluation tools 'Moving On' and 'Stepping Up' enable childcare providers to self evaluate aspects of the their delivery, including inclusion and diversity. • Family Information Service (FIS) offer a translation service, both oral and written and work closely with various community association to ensure the service is accessible to local communities and parents are enabled to find appropriate childcare and other supporting information. FIS deliver a Family Service Directory which provides local, regional and national details for services and organisations to support parents, carers, children & young people and the professionals working with them •
<p>Disability <i>(consider full rainbow of mental and physical impairments: mobility, manual dexterity, speech, hearing, learning, understanding, visual sight, MS, cancer, HIV etc.)</i></p>	<ul style="list-style-type: none"> • Ensure parents and carers have access to information, advice and assistance at the appropriate times in their child's life and in a format which meets their needs. • Ensure sufficient, age appropriate childcare is available to parents of disabled children. 	<ul style="list-style-type: none"> • Support provided to ensure barriers to participation in childcare activities are identified, understood and removed. Using access audits self evaluation and appropriate grant funding. • Bridging Worker Project provides a brokerage service to support parents of disabled children (aged 3 – 18 years) to access out of school childcare and provide bespoke training and support to childcare providers. • Individual Pupil funding supports disabled children to access their free early years entitlement • FIS deliver a Family Service Directory which provides local, regional and national details for services and organisations to support parents, carers, children & young people and the

Potential impact on target groups:		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
		<p>professionals working with them</p> <ul style="list-style-type: none"> • 'The Parents Panel' is a virtual consultation panel developed to seek views from parents within the authority. Parents are offered the opportunity to be consulted on specific topics which are relevant to their family circumstances, ie, they are parents of disabled children or they have a disability themselves.
<p>Gender (<i>consider associated aspects e.g. safety, single-parenting, caring responsibility, potential for bullying and harassment,</i></p> <p>Transgender</p>	<ul style="list-style-type: none"> • Ensure parents and carers have access to information, advice and assistance at the appropriate times in their child's life and in a format which meets their needs. • Engagement with fathers and other male family members as service users 	<ul style="list-style-type: none"> • FIS deliver a Family Service Directory which provides local, regional and national details for services and organisations to support parents, carers, children & young people and the professionals working with them • The Childcare Sufficiency Assessment actively seeks the views of fathers during its consultation process. • The Parents Panel' is a virtual consultation panel developed to seek views from parents within the authority. Parents are offered the opportunity to be consulted on specific topics which are relevant to their family circumstances, ie, They are a father
<p>Sexual orientation <i>(includes heterosexual, lesbian, gay, bi-sexual)</i></p>	<ul style="list-style-type: none"> • Ensure parents and carers have access to information, advice and assistance at the appropriate times in their child's life and in a format which meets their needs. 	<ul style="list-style-type: none"> • FIS deliver a Family Service Directory which provides local, regional and national details for services and organisations to support parents, carers, children & young people and the professionals working with them
<p>Age (<i>including all groups - children, young people, working age, elderly</i>)</p>	<ul style="list-style-type: none"> • Ensure parents and carers have access to information, advice and assistance at the appropriate times in their child's life and in a format which meets their needs. • Ensure age appropriate childcare is sufficiently available, in particular to children and young people with a disability. 	<ul style="list-style-type: none"> • The Childcare Sufficiency Assessment actively seeks the views of all key stakeholders ie, children, young people, parents, those with a caring responsibility, which could include grandparents etc. during its consultation process. • Bridging Worker Project provides a brokerage service to support parents of disabled children (aged 3 – 18 years) to

Potential impact on target groups:		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
		access out of school childcare and provide bespoke training and support to childcare providers.
Religion and belief <i>(the most common religions include Hinduism, Judaism, Buddhism, Christianity, Islam, Sikhism, Shinto, Nonconformists)</i>		
Rural issues	<ul style="list-style-type: none"> • Ensure parents and carers have access to information, advice and assistance at the appropriate times in their child's life and in a format which meets their needs. • Ensure sufficient childcare is available to working parents and those with disabled children, regardless of their location within the authority 	<ul style="list-style-type: none"> • FIS deliver a Family Service Directory which provides local, regional and national details for services and organisations to support parents, carers, children & young people and the professionals working with them. • The Childcare Sufficiency Assessment actively seeks the views of key stakeholders who are affected by rural issues during its consultation process.
Socio-economic issues	<ul style="list-style-type: none"> • Ensure parents and carers have access to information, advice and assistance at the appropriate times in their child's life and in a format which meets their needs. • Ensure sufficient choice of childcare is available to parents who want to access employment opportunities or training and it is affordable, flexible to meet their needs. • 	<ul style="list-style-type: none"> • FIS deliver a Family Service Directory which provides local, regional and national details for services and organisations to support parents, carers, children & young people and the professionals working with them. Key staff working within children's centres are trained to support parents using the directory. • All parents looking for childcare are supported with information relating to appropriate tax benefit entitlements to ensure childcare is affordable. • FIS works in partnership with Jobcentre Plus to ensure childcare is not a barrier to those Jobcentre Plus clients seeking employment. Any client identifying childcare as a barrier to them returning to work is automatically provided with the brokerage service. Following the introduction of this service, Jobcentre Plus have recorded a nil return for clients unable to return to work because they are

Potential impact on target groups:		
Target group	Potential impact <i>Please describe</i>	Measures currently in place
		unable to find appropriate childcare.
Other <i>(there may be other target groups relevant to your service)</i>		

Is the Policy/Function likely to have an impact on Human Rights?

We all have basic human rights which must be upheld. Human rights are about ensuring Fairness, Respect, Equality, Dignity and Autonomy (FREDA) for everyone. Everyone has the right to enjoy their basic human rights such as right to life and not be treated in an inhuman or degrading manner, protected by the Human Rights Act 1998.

Evidence:

Evidence to support the above answers. Customers' equality data monitoring and how the results inform service provision. Please consider quantitative, qualitative research, national and international evidence, results of any consultations you might have carried out. Please refer to the Equality Monitoring Guidelines on the intranet (or contact the E&D Managers) when considering introducing equality monitoring initiatives.

Proposed actions (to be reflected in the Service plans):

Actions emerging from the "Potential impact on target groups" and the "Evidence" sections in order to address any gaps

Action	Target date	Responsibility
Adapt evaluation format to ask increased questions about equality impact	Sept 2010	Head of Service
Further develop staff training for portfolio about equality and human rights	Sept 2010	Head of Service

Rating:								
<i>In light of the above how would you rate the impact of your policy/function etc. on any of the target groups, for guidance please see footnotes.</i>								
	Race	Disability	Gender	Sexual orientation	Age	Religion & belief	Rural Issues	Other
High¹ <i>Please continue below</i>								
Medium² <i>Please exit the process</i>	√	√	√	√	√	√	√	√
Low³ <i>Please exit the process</i>								

IMPORTANT!

Only policies (functions, procedures etc.) rated as high have to be fully Impact Assessed. Full Impact Assessment requires consultation with members from the target groups highlighted as being at the receiving end of any potential impact. EIA consultation exercises will be undertaken by relevant service with the help and support of the Research and Intelligence team and Equality and Diversity Officers.

¹ High = significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available, urgent need for consultation with service users, general public, employees

² Medium = some potential impact, some mitigating measures in place but no evidence available how effective they are, would be beneficial to consult with service users, general public etc. but not urgent

³ Low = almost bordering with non relevance to the EIA process (heavily legislation led - very little discretion exercised, limited public facing aspect)

Full Equality Impact Assessment part:

Affected target group <i>(e.g. people with disabilities)</i>	Race	Disability	Gender	Age	Religion & belief	Rural
Any particular segment within the target group <i>(e.g. people with learning disabilities)</i>						
Specific issues to be a subject of consultation <i>(e.g. how could the Council make its annual financial results understandable to people with learning disabilities, what support needed etc.?)</i> Please contact the Research and Intelligence team: beverley.wilson@cheshirewestandchester.gov.uk						
Outcomes of consultation						
What changes have been made as a result of the consultation outcomes						
Feedback given to the consultees? Yes/No						

Daphne Jones

Lead person responsible the EIA

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Approved by Head of Service

Date: October 2009

Next review of the EIA, measures put in place, changes:

(high – 1 year, medium – 2 years, low – 3 years)