

Childcare Vouchers

Evidence based equality analysis

Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:

The main aims and purpose of the procedure are to outline the rules and process for employees who wish to purchase childcare vouchers via the Council's provider using salary sacrifice to reduce the costs of childcare.

Lead officer: Alison Maxson

Stakeholders: All employees, trade unions

Equality analysis is a valuable tool to help embed equality into everything we do

While process is important, equality analysis is essentially about outcomes

Lack of evidence of discrimination is not evidence of a lack of discrimination

It is not acceptable to say that a policy is applied uniformly to all groups and is therefore fair and equal. Applying a policy or procedure consistently may result in differential outcomes for different groups.

For each of the areas below, an assessment needs to be made on whether the policy has a positive, negative or neutral impact, and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a high, medium or low assessment. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	Neutral	Positive	Negative
Target group / area			
Race and ethnicity (including Gypsies and	No impact identified		

Travellers; migrant workers, asylum seekers etc.)			
Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)	No impact identified		
Gender		Provision of childcare vouchers makes childcare more affordable and therefore helps working families, in particular enabling mothers to return to work.	Recent case law has determined a change in the process followed where women on maternity leave continue to receive vouchers for their other children. Previously, if the woman went into nil maternity pay, the organisation was obliged to pick up the cost of the vouchers. This is no longer the case, and the employee will have to agree to suspend receiving vouchers during any period of nil maternity pay. This could affect take up of the scheme among those employees who may be affected, as they feel they will not benefit to the same extent. Low
Gender identity	No impact identified		
Religion and belief	No impact identified		
Sexual orientation (including heterosexual, lesbian, gay, bisexual)			The scheme is open to all parents including same sex couples and adoptive parents. However there is a risk that some employees may believe they are not eligible to

			participate. The language used in the guidance to employees is deliberately inclusive to encourage all employees who could benefit from the scheme to use it. Low
Age (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older older people 81+. The age categories are for illustration only as overriding consideration should be given to needs)	No impact identified		
Rural communities	No impact identified		
Areas of deprivation	No impact identified		
Human rights	No impact identified		
Health and wellbeing (consider both the wider determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and the effect there may be on health and care services)	No impact identified		
Procurement/partnership (if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)	Provider is fully accredited to provide this service in line with legislation.		

Evidence:

The scheme details including employee frequently asked questions are available on the intranet. Language used is deliberately inclusive and in plain English to encourage take up of the scheme.

Action plan:

Actions required	Key activity	Priority	Outcomes required	Officer responsible	Review date
Review equality analysis		Low		Human Resources Team	2019 or sooner if policy is amended
Monitor take up		Medium	Indication as to whether the changed rules on maternity leave have a negative impact on take-up	Human Resources Team	March 2017
Continue to monitor case law		High	Any further developments which might impact on the scheme rules including any clarification / change to the recent development regarding maternity leave	Human Resources Team	Ongoing

Sign off	
Lead officer:	Alison Maxson
Approved by Tier 4 Manager:	Debbie Thompson
Moderation and/or Scrutiny – Chief Executive’s Portfolio Equality and Diversity Group	
Date: 12 July 2016	
Date analysis to be reviewed based on rating (high impact – review in one year, medium impact - review in two years, low impact in three years)	Three years – July 2019 unless policy is amended sooner