

EQUALITY IMPACT ASSESSMENT FORM INCLUDING SOCIO-ECONOMIC DUTY

(Revised March 2021)

Please refer to the current Equality Impact Assessment guidance when completing this document. If you would like further guidance please contact the Diversity and Inclusion Team on 01443 444529.

An equality impact assessment **must** be undertaken at the outset of any proposal to ensure robust evidence is considered in decision making. This documentation will support the Council in making informed, effective and fair decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010.

This document will also contribute towards our duties to create a More Equal Wales within the

- Well-being of Future Generation (Wales) Act 2015.

The [‘A More Equal Wales – Mapping Duties’](#) guide highlights the alignment of our duties in respect of the above-mentioned legislation.

SECTION 1 – PROPOSAL DETAILS

Lead Officer: Mandy Perry

Service Director: Annabel Lloyd

Service Area: Children's Services

Date: 9/11/22

1.a) What are you assessing for impact?

Strategy/Plan	Service Re-Model/Discontinuation of Service	Policy/Procedure	Practice	Information/Position Statement
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1.b) What is the name of the proposal?

COUNCIL RUN NURSERY PROVISION –REVISED SERVICE DELIVERY ARRANGEMENTS

1.c) Please provide an overview of the proposal providing any supporting links to reports or documents.

The proposal outlines four options for service change to the existing local authority run childcare provision, with option 4 being the recommended option to 'Seek third party providers to take over the running of all four Council run nursery settings'

If the recommended proposal (option 4) is agreed, the service change will:

- **Have minimal impact on existing staff as they will be TUPE protected**
- **Increase the opportunity to extend the range of provision available in all four areas and increase capacity in the sector to facilitate the roll out of the Flying Start Expansion programme**
- **Increased capacity and flexibility to meet childcare needs of parents in all four localities**
- **Potential for a reduction in fee's for parents and families seeking alternative day nursery provision.**

Please see attached report for further detail.

1.d) Please outline where delivery of this proposal is affected by legislation or other drivers such as code of practice.

- The Council's Welsh in Education Strategic Plan (WESP) 2022-2032

- Childcare Act 2006;

- Children Act 1989;

- Children and Families (Wales) Measure 2010.

- Equality Act 2010;

- United Nations Convention on the Rights of the Child.

1.e) Please outline who this proposal affects:

- Service users
- Employees
- Wider community



SECTION 2 – SCREENING TEST – IS A FULL EQUALITY IMPACT ASSESSMENT REQUIRED?


Screening is used to determine whether the initiative has positive, negative or neutral impacts upon protected groups. Where negative impacts are identified for protected groups then a full Equality Impact Assessment is required.


Please provide as much detail as possible of how the proposal will impact on the following groups, this may not necessarily be negative, but may impact on a group with a particular characteristic in a specific way.

Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011



The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. Please take an intersectional approach in recognising an individual may have more than one protected characteristic.


<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Age (<i>Specific age groups i.e. young people or older people</i>)	Positive	<p>If option 4 proceeds, as part of the service transfer to a new provider, a new service may offer provision for a wider age range of children, e.g. 0-5 year olds.</p> <p>3 of the 4 settings are only currently registered as flying start starting so are only able to offer childcare places to eligible Flying Start children aged 2-3 for 2.5 hours per day. They currently do not provide full nursery provision or wrap around childcare and are unable to offer Childcare Offer places, so are not suitable for employed parents and are</p>	 <p>flyng-start-childcare-guidance.pdf</p>  <p>childcare-offer-local-authority-guidance.pdf</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>not operating at their full capacity (see occupancy rate evidence table.)</p> <p>With the service change any third party providers will be encouraged to expand provision to offer a wider range of services including day nursery provision for 0-5 year olds encompassing childcare offer for 3-4 year olds and wrap around childcare.</p> <p>Expansion of the settings to include the above will be a key component of the new service specification and this element will feature within the decision process of choosing a new service provider.</p> <p>The creation of new childcare places will be monitored as part of the childcare sufficient assessment.</p>	 <p>Occupancy Rates.docx</p>
<p>Disability <i>(people with visible and non-visible disabilities or long-term health conditions)</i></p>	<p>Neutral</p>	<p>All settings are currently DDA compliant and accessible to children and parents with disabilities and or long term health conditions. The service change will not have any impact on the client group.</p> <p>All FS providers/settings currently accept children with physical/medical and/or emerging needs and this will continue to</p>	<p>All commissioned FS childcare providers will be contracted to provide FS funded places. Section F5 of the contract contains the following clause:</p> <p>F5.1 The Contractor shall not unlawfully discriminate within the meaning and</p>



<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>be the case following the service transfer. Where there are specific physical/medical needs of children placed in the setting the provider will be able to apply to the Council for additional funding to enhance capacity in the setting to meet the needs of the children. Additionally, all FS providers / settings are subject to monitoring and compliance visits by the Quality Assurance (QA) team.</p> <p>Disability Awareness training will be included within future EY and Childcare Workforce Development Training opportunities and all registered settings will be encouraged to enrol on the training.</p> <p>Some of the childcare places will be funded via the Families First programme which has a specific focus on disability. The guidance states:</p> <p>'The Disability element was developed to recognise that, although families with disabled children and young people, and those with young carers should be seen as an intrinsic part of the programme,</p>	<p>scope of any Law, enactment, order or regulation relating to discrimination (whether in race, gender, religion, disability, sexual orientation, age or otherwise).</p> <p>F5.2 The Contractor shall take all reasonable steps to secure the observance of Clause F5 (Discrimination) by its Staff.</p> <p> Terms Conditions for SERVICES (contra</p>


<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		sometimes, a distinct focus is required to ensure their specific needs are provided for.	
<p>Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth including non-binary identities)</i></p>	Neutral	<p>No group or protected characteristics will be positively or adversely affected by the proposed service change.</p> <p>All funded places are based on eligibility criteria in line with Welsh Government Funding eligibility criteria which does not discriminate against any protected characteristic groups. Flying Start is based on eligible postcode criteria.</p> <p>Additional Families will receive funded childcare via referral to the Resilient Families Service and based on family or child specific needs funded via Flying Start and/or Families First</p> <p>Families First guidance specifically supports</p> <p>In keeping with the principles of the UNCRC, the Welsh Government is committed to ensuring all young people fulfil their potential no matter what their background or circumstances. In order to equip them to make an effective transition into independent adulthood</p>	<p>All commissioned FS childcare providers will be contracted to provide FS funded places. Section F5 of the contract contains the following clause:</p> <p>F5.1 The Contractor shall not unlawfully discriminate within the meaning and scope of any Law, enactment, order or regulation relating to discrimination (whether in race, gender, religion, disability, sexual orientation, age or otherwise).</p> <p>F5.2 The Contractor shall take all reasonable steps to secure the observance of Clause F5 (Discrimination) by its Staff</p>


<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>and contribute to the social and economic prosperity of Wales, young people should be encouraged, enabled and assisted to participate.</p> <p>The guidance also specifies supporting priority groups “ You will need to identify those groups who are most in need in your areas, and ensure you consider their requirements as you design and commission services. These might include:</p> <ul style="list-style-type: none"> • Disabled parents • Families affected by domestic abuse • Families affected by parental imprisonment • Fathers • Gypsy and Traveller families • Parents with learning difficulties (diagnosed or suspected) • Parents of disabled children • Parents with mental health problems • Parents with alcohol or substance misuse issues • Refugee/asylum seeker families • Young parents 	 <p>Terms Conditions for SERVICES (contra</p> <p>Families First Guidance</p>  <p>families-first-guidance-for-local-authori</p>
Marriage or Civil Partnership	Neutral	No group or protected characteristics will be positively or adversely affected by the proposed service change.	All commissioned FS childcare providers will be contracted to provide FS funded places.

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<i>(people who are married or in a civil partnership)</i>		Please see above for supporting priority Groups.	<p>Section F5 of the contract contains the following clause:</p> <p>F5.1 The Contractor shall not unlawfully discriminate within the meaning and scope of any Law, enactment, order or regulation relating to discrimination (whether in race, gender, religion, disability, sexual orientation, age or otherwise).</p> <p>F5.2 The Contractor shall take all reasonable steps to secure the observance of Clause F5 (Discrimination) by its Staff</p> <p> Terms Conditions for SERVICES (contra</p>
Pregnancy and Maternity <i>(women who are pregnant/on maternity leave)</i>	Positive	If option 4 proceeds, as part of the service transfer to a new provider, a new service may offer provision for a wider age range of children, e.g. 0-5 year olds.	The Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE 2006) is the main piece of legislation governing the transfer

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Neutral for staff as all terms and conditions (i.e. maternity pay and support and employment legislation) will be protected under TUPE legislation, which governs service changes. The regulations are designed to protect the rights of the employees being transferred, so that they have the same terms and conditions, with continuity of employment, as before</p> <p>Positive for service users as third party providers will be encouraged under the expression of interest to offer a wider day nursery service for 0-5 year olds.</p>	<p>of a business, or part of one, from one owner to another. It also governs service provision changes</p>
<p>Race <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i></p>	<p>Neutral</p>	<p>No group or protected characteristics will be positively or adversely affected by the proposed service change.</p> <p>All funded places are based on eligibility criteria in line with Welsh Government Funding eligibility criteria which does not discriminate against any protected characteristic groups. Flying Start is based on eligible postcode criteria.</p> <p>Additional Families will receive funded childcare via referral to the Resilient</p>	<p>All commissioned FS childcare providers will be contracted to provide FS funded places. Section F5 of the contract contains the following clause:</p> <p>F5.1 The Contractor shall not unlawfully discriminate within the meaning and scope of any Law, enactment, order or regulation relating to discrimination (whether in</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>Families Service and based on family or child specific needs funded via Flying Start and/or Families First</p> <p>The Families First guidance also specifies supporting priority groups including</p> <ul style="list-style-type: none"> • Gypsy and Traveller families • Refugee/asylum seeker families <p>As part of the FS monitoring data is collected and submitted to WG on a termly basis and this includes take up of FS childcare places by Ethnic minority families</p>	<p>race, gender, religion, disability, sexual orientation, age or otherwise).</p> <p>F5.2 The Contractor shall take all reasonable steps to secure the observance of Clause F5 (Discrimination) by its Staff</p> <p> Terms Conditions for SERVICES (contr</p> <p>Example FS Monitoring workbook</p> <p> 540 FS Monitoring Workbook T1 2022-;</p>
<p>Religion or Belief <i>(people with different religions and philosophical beliefs including people with no beliefs)</i></p>	<p>Neutral</p>	<p>No group or protected characteristics will be positively or adversely affected by the proposed service change.</p> <p>All FS settings raise awareness of different cultures, religions or beliefs and</p>	<p>All commissioned FS childcare providers will be contracted to provide FS funded places. Section F5 of the contract contains the following clause:</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		<p>this is included within the settings curriculum planning and monitored via the Quality Assurance team. Key dates such as Diwali are celebrated via children tasting different foods, arts and crafts, dance and via story telling.</p> <p>Multicultural resources such as dolls and books are also available within all FS settings.</p>	<p>F5.1 The Contractor shall not unlawfully discriminate within the meaning and scope of any Law, enactment, order or regulation relating to discrimination (whether in race, gender, religion, disability, sexual orientation, age or otherwise).</p> <p>F5.2 The Contractor shall take all reasonable steps to secure the observance of Clause F5 (Discrimination) by its Staff</p> <p> Terms Conditions for SERVICES (contr</p>
<p>Sex <i>(women and men, girls and boys)</i></p>	<p>Neutral</p>	<p>All staff are currently female, but this protected characteristic is not positively or adversely affected by the proposed service change.</p>	<p>All commissioned FS childcare providers will be contracted to provide FS funded places. Section F5 of the contract contains the following clause:</p> <p>F5.1 The Contractor shall not unlawfully discriminate</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
			<p>within the meaning and scope of any Law, enactment, order or regulation relating to discrimination (whether in race, gender, religion, disability, sexual orientation, age or otherwise).</p> <p>F5.2 The Contractor shall take all reasonable steps to secure the observance of Clause F5 (Discrimination) by its Staff</p>  <p>Terms Conditions for SERVICES (contræ</p>
<p>Sexual Orientation <i>(bisexual, gay, lesbian, straight)</i></p>	<p>Neutral</p>	<p>No group or protected characteristics will be positively or adversely affected by the proposed service change.</p> <p>All funded places are based on eligibility criteria in line with Welsh Government Funding eligibility criteria which does not discriminate against any protected</p>	<p>All commissioned FS childcare providers will be contracted to provide FS funded places. Section F5 of the contract contains the following clause:</p> <p>F5.1 The Contractor shall not unlawfully discriminate within the meaning and scope of any Law,</p>

<u>Protected Characteristics</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		characteristic groups including sexual orientation of the parents/carers.	<p>enactment, order or regulation relating to discrimination (whether in race, gender, religion, disability, sexual orientation, age or otherwise).</p> <p>F5.2 The Contractor shall take all reasonable steps to secure the observance of Clause F5 (Discrimination) by its Staff</p>

In addition, due to Council commitments made to the following groups of people we would like you to consider impacts upon them:

	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Armed Forces Community <i>(anyone who is serving, has served, family members and the bereaved)</i>	Neutral	<p>No group of protected characteristics will be positively or adversely affected by the proposed service change.</p> <p>All funded places are based on eligibility criteria in line with Welsh Government Funding</p>	<p>All commissioned FS childcare providers will be contracted to provide FS funded places. Section F5 of the contract contains the following clause:</p> <p>F5.1 The Contractor shall not unlawfully discriminate</p>

		<p>eligibility criteria which does not discriminate against any protected characteristic groups. Flying Start is based on eligible postcode criteria and Families First is based on wider needs of the family following referral to RFS including needs of the child based on their development.</p> <p>Any family can be referred or self refer to RFS for additional support which may or may not include funded childcare, and this includes current or former armed forces families.</p>	<p>within the meaning and scope of any Law, enactment, order or regulation relating to discrimination (whether in race, gender, religion, disability, sexual orientation, age or otherwise).</p> <p>F5.2 The Contractor shall take all reasonable steps to secure the observance of Clause F5 (Discrimination) by its Staff</p>
<p>Carers <i>(anyone of any age who provides unpaid care)</i></p>	Neutral	<p>If option 4 proceeds, the transfer of service and subsequent provision of day nurseries will provide more opportunities for parents/carers to take up or remain in work due to the extended opening hours and possibility of full year provision.</p>	<p>Positive for service users as third-party providers will be encouraged under the expression of interest to offer a wider day nursery service for 0-5 year olds, which will include the funded childcare offer for eligible children.</p>

If the initial screening test has identified negative impacts then a full equality impact assessment (section 4) **must** be undertaken. However, if after undertaking the above screening test you determine a full equality impact assessment is not relevant please provide an adequate explanation below:

Are you happy you have sufficient evidence to justify your decision?

Yes

No

Name: Mandy Perry

Position: Programme Alignment Manager

Date: 09/11/22

Please forward a copy of this completed screening form to the Diversity and Inclusion Team.

PLEASE NOTE – there is a separate impact assessment for Welsh Language. This must also be completed for proposals.

Section 3 Socio-economic Duty needs only to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. Definition of a 'strategic nature' is available on page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.





SECTION 3 – SOCIO-ECONOMIC DUTY (STRATEGIC DECISIONS ONLY)



The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services.

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- Pensioners
- Looked after children
- Homeless people
- Students
- Single adult households

- People living in the most deprived areas in Wales
- People with low literacy and numeracy
- People who have experienced the asylum system
- People misusing substances
- People of all ages leaving a care setting
- People involved in the criminal justice system



<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
Low Income/<u>Income Poverty</u> <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i>	Positive	<p>If option 4 proceeds, the transfer of service and subsequent provision of day nurseries will provide more opportunities for parents/carers to take up or remain in work due to the extended opening hours and possibility of full year provision. There will also be an increase in the number of childcare spaces available. Settings will also be encouraged to offer spaces to parents requiring the 30 hour childcare offer for 3-4 year olds.</p> <p>Potential reduction of fees for parents and families seeking alternative day nursery provision.</p>	<p>See section 6.3.4 of the Delegated Decision report.</p> <p> COUNCILRUNNURSERYPROVISION-MARK</p> <p> childcare-offer-local-authority-guidanc</p>
Low and / or No Wealth <i>(enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future)</i>	Positive	<p>If option 4 proceeds, the transfer of service and subsequent provision of day nurseries will provide more opportunities for parents/carers to take up or remain in work due to the extended opening hours and possibility of full year provision. There will also be an increase in the number of childcare spaces available. Settings will also be encouraged to offer spaces to parents requiring the 30 hour childcare offer for 3-4 year olds.</p>	<p>See section 6.3.4 of the Delegated Decision report.</p> <p> COUNCILRUNNURSERYPROVISION-MARK</p> <p> childcare-offer-local-authority-guidanc</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
		Potential reduction of fees for parents and families seeking alternative day nursery provision.	
<u>Material Deprivation</u> <i>(unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.)</i>	Positive	<p>If option 4 proceeds, the transfer of service and subsequent provision of day nurseries will provide more opportunities for parents/carers to take up or remain in work due to the extended opening hours and possibility of full year provision. There will also be an increase in the number of childcare spaces available. Settings will also be encouraged to offer spaces to parents requiring the 30 hour childcare offer for 3-4 year olds</p> <p>Potential reduction of fees for parents and families seeking alternative day nursery provision.</p>	<p>See section 6.3.4 of the Delegated Decision report.</p> <p> COUNCILRUNNURSERYPROVISION-MARK</p> <p> childcare-offer-local-authority-guidance</p>

<u>Socio-economic disadvantage</u>	Does the proposal have any positive, negative or neutral impacts	Provide detail of the impact	What evidence has been used to support this view?
<u>Area Deprivation</u> <i>(where you live (rural areas), where you work (accessibility of public transport))</i>	Positive	All four settings are within the most deprived LSOAs including Tylorstown, Penrhys, Aberaman and Pontypridd. Therefore the expansion of provision in terms of spaces and age range will	<p><u>WIMD, 2019 (overall):</u> Tylorstown and Penrhys nurseries are both flying start areas which is ranked 4 out of 1909 LSOAs in Wales, which</p>

		<p>benefit these communities; the transfer of service and subsequent provision of day nurseries will provide more opportunities for parents/carers to take up or remain in work due to the extended opening hours and possibility of full year provision. There will also be an increase in the number of childcare spaces available. Settings will also be encouraged to offer spaces to parents requiring the 30-hour childcare offer for 3-4 year olds</p> <p>Potential reduction of fees for parents and families seeking alternative day nursery provision.</p>	<p>places it among the 10% most deprived.</p> <p>Aman Nursery is within the Aberaman South 1 flying start area which is ranked 413 out of 1909 LSOAs in Wales, which places it among the 20-30% most deprived.</p> <p>Pontypridd Day Nursery includes Graig 2 flying start LSOA which is ranked 268 out of 1909 LSOAs in Wales, which places it among the 10-20% most deprived areas.</p>
<p>Socio-economic background <i>(social class i.e. parents education, employment and income)</i></p>	<p>Positive</p>	<p>There will be increased opportunities for both working and unemployed parents as the expansion of provision will offer both flying start places and the childcare offer for eligible children.</p>	<p><u>WIMD, 2019:</u> Tylorstown and Penrhys nurseries are both flying start areas which are ranked: <u>Employment:</u> 11 out of 1909 LSOAs in Wales, which places them among the 10% most deprived areas <u>Education:</u> 33 out of 1909 LSOAs in Wales, which places them among the 10% most deprived <u>Income:</u> 7 out of 1909 LSOAs in Wales, which places them among the 10% most deprived</p>

			<p>Aman Nursery is within the Aberaman South 1 flying start area which is ranked:</p> <p><u>Employment:</u> 281 out of 1909 LSOAs in Wales, which places them among the 10-20 % most deprived.</p> <p><u>Education:</u> 469 out of 1909 LSOAs in Wales, which places them among the 20-30% most deprived</p> <p><u>Income:</u> 322 out of 1909 LSOAs in Wales, which places them among the 10-20% most deprived</p> <p>Pontypridd Day Nursery includes Graig 2 flying start LSOA which is ranked:</p> <p><u>Employment:</u> 250 out of 1909 LSOAs in Wales, which places them among the 10-20 % most deprived.</p> <p><u>Education:</u> 283 out of 1909 LSOAs in Wales, which places them among the 10-20% most deprived</p> <p><u>Income:</u> 410 out of 1909 LSOAs in Wales, which places them among the 20-30% most deprived</p>
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<p>Socio-economic disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	<p>Positive</p>	<p>If option 4 proceeds, the transfer of service and subsequent provision of day nurseries will provide more opportunities for parents/carers to take up or remain in work due to the extended opening hours and possibility of full year provision. There will also be an increase in the number of childcare spaces available. Settings will also be encouraged to offer spaces to parents requiring the 30 hour childcare offer for 3-4 year olds.</p> <p>Potential reduction of fees for parents and families seeking alternative day nursery provision.</p>	<p>See section 6.3.4 of the Delegated Decision report.</p> <p> COUNCILRUNNURSERYPROVISION-MARK</p> <p> childcare-offer-local-authority-guidance</p>
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SECTION 4 – FULL EQUALITY IMPACT ASSESSMENT

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impacts and clearly identify which groups are affected.

- 4.a) In terms of disproportionate/negative/adverse impacts that the proposal may have on a protected group, outline the steps that will be taken to reduce or mitigate the impact for each group identified. **Attach a separate action plan where impacts are substantial.**
- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.
- 4.c) Give sufficient detail of data or research that has led to your reasoning, in particular, the sources used for establishing the demographics of service users/staff.
- 4.d) Give details of how you engaged with service users/staff on the proposals and the steps taken to avoid any disproportionate impact on a protected group. Explain how you have used feedback to influence your decision.
- 4.e) Are you satisfied that the engagement process complies with the requirements of the Statutory Equality and Socio-economic Duties?
- Yes No

SECTION 5 – MONITORING, EVALUATING AND REVIEWING

5a) Please outline below how the implementation of the proposal will be monitored:

The service transfer itself will be monitored to ensure that the transfer takes place efficiently and effectively with minimal disruption for the staff employed at the settings and for the children and families using the setting. Estimate transfer dates will be pre-agreed and all interested parties will be notified.

Following the service transfer, the settings will continue to be monitored against their quality of provision and children's outcomes by the Childcare Quality Assurance Team; and monitoring of contracts including compliance of Welsh language standards will be undertaken via the Funding Flexibility Monitoring Officers.

Take up of Flying Start childcare places, attendance, ethnicity of children etc. will be monitored on a termly basis and reported to WG as per the conditions of the funding.

5b) When is the evaluation of the proposal due to be reviewed?

No formal review is planned, ongoing performance monitoring will be undertaken as part of the FS contractual requirements of all providers.

5c) Who is responsible for the monitoring and review of the proposal?

The Programme Alignment Team are responsible for ongoing monitoring and review of all commissioned providers to ensure the providers are meeting their contractual obligations which includes the quality of provision.

5d) How will the results of the monitoring be used to develop future proposals?

Ongoing monitoring is undertaken to ensure the childcare meets the expected quality assurance standards and to ensure that there is sufficient childcare available to meet the needs of families. Where there are concerns around quality then the QA team will work with the setting and implement an improvement plan with monitored timescales against

actions. Failure to improve or comply with any standards may result in the contract being terminate and an alternate provider sought. Birth data is also used to inform future planning to ensure there is sufficient provision available to meet demand for places. Additional approved suppliers will be sought in areas of increased demand via the 'approved providers list.'

SECTION 6 – REVIEW

For all policy proposals, whether it is a Significant Key Decision or not, you are required to forward this assessment to Diversity and Inclusion team – equality@rctcbc.gov.uk and the Consultation and Engagement team – consultation@rctcbc.gov.uk in the first instance for some initial guidance and feedback.

As part of the Welsh Language, Equalities and Socio Economic Duty Impact Assessment Process all proposals that fall within the definition of Significant Key Decision should present at the Officer Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your report is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Strategic Decision please forward your completed impact assessment, policy proposal/report and consultation report to CouncilBusiness@rctcbc.gov.uk for an Officer Review Panel to be organised to discuss your proposal. See our guidance document for more information on what a Significant Key Decision is.

It is important to keep a record of this process so that we can demonstrate how we have considered and built in equality/Socio economic considerations wherever possible. Please ensure you update the relevant sections below in collaboration with the relevant departments

Diversity and Inclusion team Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
Consultation Comments	Date Considered	Brief description of any amendments made following consultation
Officer Review Panel Comments	Date Considered	Brief description of any amendments made following Officer Review Panel considerations
<ul style="list-style-type: none">• It was noted that most staff affected by the proposals are female;• Overall, the content and evidence within the Impact Assessment was praised.	12-01-23	

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SECTION 7 – SUMMARY OF IMPACTS FOR THE PROPOSAL

Provide below a summary of the impact assessment, to include some of the main positive and negative impacts along with an overview of actions taken since the impact assessment to better contribute to more positive impacts. This summary must be included in the Equality Considerations section of the SLT/Cabinet report template. It is not suitable to only write 'please see full report at Appendix x' in the body of the report. The impact assessment must be published alongside the report.

An Equality Impact Assessment has been completed and the main findings are as follows:-

- The proposal has no negative impacts.
- The proposal has positive impacts in the following areas:
Age, Pregnancy and maternity, low income / income poverty; low and/or no wealth; material deprivation; area deprivation; socio-economic background; socio-economic disadvantage.
- The proposal has neutral impacts in the following areas:
Disability; gender reassignment; marriage or civil partnership; race; religion or belief; sex; sexual orientation; armed forces community; carers.

SECTION 8 – AUTHORISATIONS

Lead Officer:

Name: Mandy Perry

Position: Programme Alignment Manager

Date: 10 January 2023

I recommend that the proposal:

- Is implemented with no amendments
- Is implemented taking into account the mitigating actions outlined
- Is rejected due to disproportionate negative impacts on protected groups or socio-economic disadvantage

Head of Service/Director Approval:

Name: Annabel Lloyd

Position: Director Children's Services

Date: 10 January 2023

Please submit this impact assessment with any SLT/Cabinet Reports.