

## 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: Lisa Kidner

Service Director: Andrea Richards

Service Area: Catering Services, Education & Inclusion Services

Date: 11.11.23 (Updated 18.01.24)

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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

Continuation of free breakfast club provision in primary and special schools, with the introduction of a charge for the additional childcare element.

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

The Council is facing significant financial challenges into the medium term and is considering a range of options to contribute to addressing the shortfall in funding.

The purpose of the report is to seek permission to consult on the introduction of a charge for the additional childcare element, which is available prior to the commencement of free breakfast club provision in primary and special schools in Rhondda Cynon Taf, noting eligible Free School Meal (eFSM) pupils would be exempt from any charge.

To note the proposal would generate additional income which would be ring fenced and reinvested back into school budgets.

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

Section 88 of the School Standards and Organisation (Wales) Act 2013, places a duty on a local authority to provide free breakfasts on each school day for learners at a primary school it maintains. Local authorities have the flexibility to decide the form of the breakfast content subject to compliance with the Healthy Eating in Schools (Nutritional Standards and Requirements) (Wales) 2013 (Healthy Eating Regulations), which regulate food and drink provided in maintained schools. This proposal will not affect the Council's requirement to meet its statutory responsibility and all pupils will continue to receive a free breakfast if requested.

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.

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Age</b> ( <i>Specific age groups i.e. young people or older people</i> )	Negative	<p>The proposal could have a potential negative impact on primary age children, who attend breakfast club and their parents/carers.</p> <p>The Council is continuing to provide a free breakfast club but if additional childcare is required before the free breakfast club starts, there will be a proposed charge. However, this charge may impact on the parents/carers of younger people for part of the session, as the pupils are 11 years of age or under.</p> <p>To mitigate the impact the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the RCT CBC website.</p>	<p>All Primary age children are eligible to attend free breakfasts clubs, therefore, the age profile of children attending is 3-11 years.</p> <p>Approximately one third (33.25%) of households in RCT have at least one dependent child of primary school age. Total households: 78,324 (Census, 2021).</p> <p>6.63% of households in RCT (15,611) are comprised of no adults or one adult with at least one child of primary school age (Census, 2021).</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><b>Disability</b>  <i>(people with visible and non-visible disabilities or long-term health conditions)</i></p>	<p>Negative</p>	<p>The proposal could have a negative impact on the parents/carers, with a disability/long-term health condition, of primary age children due to possible financial hardship. However, if learners are eligible to free school meals they will be able to access the additional childcare for free prior to the start of the breakfast club provision which free to all learners.</p> <p>A respondent to the Consultation stated 'I have limited mobility and breakfast club gives my child extra time to eat her breakfast when I may not be fast enough'.</p> <p>To mitigate the impact the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and</p>	<p>23.6 % of the population are registered disabled and 11.9% of the RCT population say their disability limits their day-to-day activities a lot (Census, 2021).</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>disability benefits. Advice, guidance and specific cost of living support information can also be found on the RCT CBC website.</p> <p>A concern was raised by a parent/carer during the consultation that a child requiring additional support to attend breakfast club would need to pay charges in excess of £1 per day to provide the specialist 1:1 support.</p>	<p>No additional charges will be incurred for those pupils requiring additional support.</p>
<p><b>Gender Reassignment</b> <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>	<p>Neutral</p>	<p>It is considered that the proposal will have no direct impact on people who share this characteristic.</p>	<p>It is considered that the proposal will have no direct impact on people who share this characteristic.</p>
<p><b>Marriage or Civil Partnership</b> <i>(people who are married or in a civil partnership)</i></p>	<p>Neutral</p>	<p>It is considered that the proposal will have no direct impact on people who share this characteristic.</p>	<p>It is considered that the proposal will have no direct impact on people who share this characteristic.</p>

<b><u>Protected Characteristics</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<b>Pregnancy and Maternity</b> <i>(women who are pregnant/on maternity leave)</i>	Negative	The proposal could potentially have a negative impact on women who are pregnant or on maternity leave. A concern was raised by a parent/carer on maternity leave during the consultation that they would not be able to afford the charges.	Women experience a change in income during maternity leave.
<b>Race</b> <i>(ethnic and racial groups i.e. minority ethnic groups, Gypsy, Roma and Travellers)</i>	Neutral	It is considered that the proposal will have no direct impact on people who share this characteristic.	It is considered that the proposal will have no direct impact on people who share this characteristic.
<b>Religion or Belief</b> <i>(people with different religions and philosophical beliefs including people with no beliefs)</i>	Neutral	It is considered that the proposal will have no direct impact on people who share this characteristic.	It is considered that the proposal will have no direct impact on people who share this characteristic.
<b>Sex</b> <i>(women and men, girls and boys)</i>	Negative	The proposal could have a potential negative impact on women in general.  Concerns were raised by some parents/carers during the consultation that the proposal would	51.1% of the RCT Population are female and 48.9% are male (Census, 2021).

<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>have an negative effect on women, as in general they are lower paid and are primary carers.</p> <p>One respondent to the Consultation stated 'It will have a negative impact on women as we are generally lowered paid and the primary carers so we are likely to be the ones who are expected to change working hours etc to accommodate this'.</p> <p>Also, the majority of breakfast club staff are women so if there is a reduction in breakfast club usage, there could be unintended consequences.</p>	<p>98% of breakfast club staff are female (iTrent, 2023)</p>
<p><b>Sexual Orientation</b> (<i>bisexual, gay, lesbian, straight</i>)</p>	<p>Neutral</p>	<p>It is considered that the proposal will have no direct impact on people who share this characteristic.</p>	<p>It is considered that the proposal will have no direct impact on people who share this characteristic.</p>

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



	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<p><b>Armed Forces Community</b> <i>(anyone who is serving, has served, family members and the bereaved)</i></p>	<p>Negative</p>	<p>The proposal could have a negative impact on the Armed Forces Community.</p> <p>A concern was raised by a parent/carer during the Consultation that as a serving member of the air force the proposal would negatively affect their relationship status as their partner would be unable to work or have to move to continue their current living arrangements.</p>	
<p><b>Carers</b> <i>(anyone of any age who provides unpaid care)</i></p>	<p>Negative</p>	<p>The proposal could negatively impact on carers, if the parents/carers of primary age children who are not eFSM cannot afford this service, which could put additional pressures on them.</p> <p>However, learners that are eligible to eFSM will be able to access the additional childcare element free of charge prior to the start of the free breakfast club provision.</p>	

		<p>To mitigate this impact the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the RCTCBC website.</p> <p>Carers will also be entitled to their own assessment, which will help to mitigate against indirect hardship caused by any future decisions.</p> <p>A disabled parent of a young carer, responded to the Consultation, highlighted the importance of her daughter attending breakfast club for 50 minutes before school to make sure she eats and has the pressure taken off her before school starts.</p>	
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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:

N/A

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

Yes

No

Name: Andrea Richards

Position: Service Director for 21<sup>st</sup> Century Schools and Transformation

Date: 09.11.23 (Updated 16.01.24)

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

<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<p><b>Low Income/<a href="#">Income Poverty</a></b>  <i>(cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)</i></p>	<p>Negative</p>	<p>The impact of this proposal could have a negative impact on parents/carers of primary age children experiencing income poverty.</p> <p>A respondent to the Consultation stated 'I am a single working parent-living constantly in poverty. As a single parent household I get no help as it is deemed by the government that I earn too much. When actually I earn enough to pay my bills, mortgage and to feed my children'.</p> <p>To mitigate the impact the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the RCT CBC website.</p>	<p>In RCT, of 78,324 households with at least one child of primary school age, 45.49% are considered deprived in at least one dimension (Census, 2021).</p> <p>57.81% (9025) of households with no or one adult and at least one child of primary school age in RCT are considered deprived in at least one dimension (Census, 2021).</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?
		<p>In addition, subject to Cabinet's consideration and approval, whereby parents/carers would only pay for the first two children of primary age, living in the same household, accessing the provsion.</p> <p>However, as learners eligible to eFSM will be able to access the additional childcare element free of charge prior to the commencement of the free breakfast club, this proposed change in essence will offer the same provision to eFSM learners are they are currently accessing.</p>	
<p><b>Low and / or No Wealth</b>  <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></p>	<p>Negative</p>	<p>The impact of this proposal could have a negative impact on parents/carers of primary age children that are not eFSM but have low or no wealth due to the proposed enhanced childcare charge.</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?
		<p>To mitigate the impact the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the RCT CBC website.</p> <p>In addition, subject to Cabinet's consideration and approval, whereby parents/carers would only pay for the first two children of primary age, living in the same household, accessing the provision.</p>	
<p><b><u>Material Deprivation</u></b>  <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></p>	<p>Negative</p>	<p>The impact of this proposal could have a negative impact on parents/carers of primary age children who are not eFSM as they may be unable to afford the proposed charge for childcare.</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?
		<p>One respondent to the Consultation stated 'Working parents who need the service and will not be eligible for help will be penalised. Those living just above the threshold will be hit with the costs for an essential service again'.</p> <p>To mitigate the impact the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the RCT CBC website.</p> <p>In addition, subject to Cabinet's consideration and approval, whereby parents/carers would only pay for the first two children of primary age, living in the same household, accessing the provsion.</p>	





<b><u>Socio-economic disadvantage</u></b>	<b>Does the proposal have any positive, negative or neutral impacts</b>	<b>Provide detail of the impact</b>	<b>What evidence has been used to support this view?</b>
<p><b><u>Area Deprivation</u></b>  <i>(where you live (rural areas), where you work (accessibility of public transport))</i></p>	<p>Negative</p>	<p>The impact of this proposal could have a negative impact on parents/carers of primary age children that are not eFSM and may be unable to afford the proposed charge for childcare.</p> <p>One respondent to the Consultation commented 'I work in Cardiff and rely on breakfast club to be able to get to work on time. Yet again, women who work need to think of other ways to be able to keep their careers because the Government is making it hard for them to work full time'.</p> <p>To mitigate the impact the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the RCT CBC website.</p>	<p>Assessment of impact on service users during and following consultation stage.</p> <p>As per the Census 2021, of RCT residents who travelled to work (i.e. were in employment and did not work from home):-</p> <ul style="list-style-type: none"> <li>- 42.2% travel less than 10km to work.</li> <li>- 37.8% travel more than 10km to work.</li> <li>- 20.0% work mainly at an offshore installation, in no fixed place, or outside of the UK.</li> </ul>

		In addition, subject to Cabinet's consideration and approval, whereby parents/carers would only pay for the first two children of primary age, living in the same household, accessing the provision.	
<p><b>Socio-economic background</b>  <i>(social class i.e. parents education, employment and income)</i></p>	Negative	<p>The impact of this proposal could have a negative impact on parents/carers of primary age children that are not eFSM and may be unable to afford the proposed charge for childcare.</p> <p>One respondent to the consultation stated ' this proposal poses a detrimental effect on working parents by diminishing crucial aspects such as flexibility in work arrangements and potentially exacerbating financial strains. The adverse consequences could significantly impede the ability of working parents to maintain a healthy work-life balance and meet their family's needs'.</p> <p>To mitigate the impact the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and</p>	

		<p>disability benefits. Advice, guidance and specific cost of living support information can also be found on the RCT CBC website.</p> <p>In addition, subject to Cabinet's consideration and approval, whereby parents/carers would only pay for the first two children of primary age, living in the same household, accessing the provision.</p>	
<p><b>Socio-economic disadvantage</b>  <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>	Negative	<p>The impact of this proposal could have a negative impact on parents/carers of primary age children who are not eFSM that may be unable to afford the proposed charge for childcare.</p> <p>A respondent to the consultation stated 'I am a single parent in full time employment. I am not entitled to any additional support from the government and do not benefit from free school meals or financial support for uniform. Without breakfast club I would be unable to make it into work on time and I am unable to afford the additional cost of childcare given my current financial circumstances and</p>	<p>Although the in-work poverty rate for single parents in Wales (27%) is lower than the rest of the UK for the same period (30%), like the UK, single parents have the highest in-work poverty rate than all household types. Also, like the UK, single parents are more likely to be single mothers (Poverty in Wales, Joseph Rowntree Foundation, November 2020).</p>

		<p>the cost of living crisis. I have no alternative'.</p> <p>To mitigate the impact the Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the RCT CBC website.</p> <p>In addition, subject to Cabinet's consideration and approval, whereby parents/carers would only pay for the first two children of primary age, living in the same household, accessing the provsion.</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.**

The proposal has a negative impact on 12 disadvantaged groups highlighted in section 3, which includes Age, Disability, Pregnancy & Maternity, Sex, Armed Forces Community, Carers, Low Income/Income Poverty, Low and/or No Wealth, Material Deprivation, Area Deprivation, Socio-Economic Background and Socio-Economic Disadvantage. A detailed action plan to reduce/mitigate these impacts has been collated during and following the consultation process. However, it is important to note that no charge will be made for the additional childcare provided for eFSM learners prior to the start of the free breakfast clubs and in addition, subject to Cabinet's consideration and approval, whereby parents/carers would only pay for the first two children of primary age, living in the same household, accessing the provision.

To minimise the impact of an introduction of a charge on these groups, the Council will continue to provide the free breakfast session, free additional childcare for eFSM learners and set the charge for the childcare element at a rate, which is substantially lower than comparable childcare rates charged by an external provider. The Council will continue to highlight the Cost of Living support and advice from the UK Government, which can be found on the GOV.UK website, i.e. Wales Fuel Support Scheme, income and disability benefits. Advice, guidance and specific cost of living support information can also be found on the RCT CBC website.

- 4.b) If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Some respondents to the consultation requested if payment for the termly charge for the childcare element could be made daily or weekly or if they could just pay on the days they access the provision. Accepting daily/weekly payments would create a substantial administrative burden on the Council and would also create problems forecasting appropriate staffing levels. Other issues include constraints of the digital administrative system, safeguarding/Health & Safety considerations, pupils dietary requirements.

- 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.

The consultation was conducted in-house and ran from the 27th November 2023 and ended on the 8th January 2024.

An email was sent to all schools who could be potentially impacted by the proposal to Headteachers, Chair of Governors and Breakfast Club Staff members, to be forwarded on to all parents and carers. An email was also sent to key stakeholders to promote the consultation and encourage participation in the online survey.

Respondents were also given the option to write in using a dedicated email address [consultation@rctcbc.gov.uk](mailto:consultation@rctcbc.gov.uk), and a telephone option was also in place through the Council's contact centre.

The Council held 3 public engagement events, where officers were on hand to answer any questions on the proposal and encourage or assist people to take part in in the survey.

The consultation feedback has been reviewed and the impact assessment has been duly updated.

- 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 AND REVIEW**

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

Following Cabinet's consideration to consult on the proposals, the impact assessment was updated following consideration of the consultation feedback.

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

To be determined following Cabinet's final decision .

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

Director of Education & Inclusion Services

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

To be determined following Cabinet's final decision.



## SECTION 6 – REVIEW

As part of the Impact Assessment process all proposals that fall within the definition of ‘Key Decisions’ must be submitted to the Review Panel. This panel is made up of officers from across Council Services and acts as a critical friend before your proposal is finalised and published for SLT/Cabinet approval.

If this proposal is a Key Decision please forward your impact assessment to [Councilbusiness@rctcbc.gov.uk](mailto:Councilbusiness@rctcbc.gov.uk) for a Review Panel to be organised to discuss your proposal. The EqlA guidance document provides more information on what a Key Decision is.

It is important to keep a record of this process so that you can demonstrate how you have considered equality and socio-economic outcomes. Please ensure you update the relevant sections below

<b>Officer Review Panel Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following Officer Review Panel considerations</b>
<b>Consultation Comments</b>	<b>Date Considered</b>	<b>Brief description of any amendments made following consultation</b>
<p>The consultation was conducted in-house. The consultation period ran from the 27th November 2023 and ended on the 8th January 2024.</p> <p>An email was sent to all schools who could be potentially impacted by the proposal to Headteachers, Chair of Governors and Breakfast Club Staff members, to be forwarded on to all parents and carers. An email was also sent to key</p>	16.01.24	Subject to Cabinet's consideration and approval, parents/carers would only pay for the first two children of primary age, living in the same household, accessing the provision.

stakeholders to promote the consultation and encourage participation in the online survey.

Respondents were also given the option to write in using a dedicated email address [consultation@rctcbc.gov.uk](mailto:consultation@rctcbc.gov.uk), and a telephone option was also in place through the Council's contact centre.

The Council held 3 public engagement events, where officers were on hand to answer any questions on the proposal and encourage or assist people to take part in the survey.

The majority of respondents were service users, pupils, parents or carers (80.3%).

Respondents who stated that they were service users were asked how often they used the breakfast club provision. The majority said that on average they used the provision 5 times a week (54%).

Service users were also asked why they used the breakfast club provision, with the majority stating that they use it for the free healthy breakfast and free childcare (53%).

<p>Of the 20% (218) who stated other uses for the breakfast club provision, responses can be grouped under the following;</p> <ul style="list-style-type: none"><li>- Work related reasons and commitments.</li><li>- The benefits of social interaction</li><li>- The help they provide to working Single Parents</li><li>- Managing multiple school attendance</li></ul> <p>The majority of respondents (73%) disagreed with the proposal to introduce a charge for the additional childcare element of breakfast club.</p> <p>The 18.9% of respondents who agreed with the introduction of a charge were asked if they agreed with the charge being set at £1 per day (rounded down to £60 per term) and implemented from April 2024. 82% of those who agreed with the proposal agreed with a charge of £1 per day.</p> <p>In addition, those who agreed with the overall proposal were asked what level of termly fee they would be willing to pay for the additional childcare element of breakfast club? 36% of respondents suggested a termly fee of £60, with 30% stating they would be willing to pay £50.</p>		
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<p>The majority of respondents (57%) agreed that there should be a cap on any charge for parents/carers.</p> <p>52% of respondents said that they would continue to use the free breakfast club provision, if charging is introduced and they decided not to make use of the additional childcare element of the provision, with 22% stating they wouldn't and 26% stating they do not know what they would do.</p> <p>The respondents were asked how the proposal would impact them or their families. A number of themes were identified, as follows;</p> <ul style="list-style-type: none"><li>- Financial Strain: Many parents express concerns about the additional financial burden, especially during a cost-of-living crisis.</li><li>- Impact on Working Parents: The proposed charge is seen as affecting working parents who rely on the breakfast club for childcare, allowing them to maintain full-time employment.</li><li>- General Disagreement with Charge: Several individuals express strong disagreement with the introduction of charges, emphasising the initial purpose of the breakfast club and its role in supporting families.</li><li>- Concerns about Implementation: Some express concerns about the practicalities of payment, potential refunds, and the impact on children if payments are missed.</li></ul>		
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- Mixed Opinions on Service Use: Opinions vary on whether the breakfast club is primarily used for childcare or for providing a nutritious start to the day.

A number of comments were received in relation to the potential impacts of the proposal on protected characteristics of residents, particularly for people with disabilities and the impact on women.

The majority of the respondents (55%) said that the proposal does not treat the Welsh Language less favourably than the English Language.

Overall, 1351 responses were received to the consultation survey and 10 emails were received.

## **SECTION 6 – SUMMARY OF IMPACTS FOR THE PROPOSAL**

Provide below a summary of the impact assessment. This summary should be included in the equality and socio-economic impact section of the Cabinet report template. The impact assessment should be published alongside the report.

There are 12 negative and 5 neutral equality and diversity implications associated with this report. These risks will be mitigated by a range of actions as detailed in the impact assessment.

## **SECTION 7 – AUTHORISATIONS**

Lead Officer: Lisa Kidner, Business Manager Catering Services

Name: Andrea Richards

Position: Service Director of 21<sup>st</sup> Century Schools and Transformation

Date: 11.11.23 (Updated 18.01.24)

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: Yes

Name: Gaynor Davies

Position: Director of Education & Inclusion Services

Date: 11.11.23 (Updated 18.01.24)

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