

## Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

### 1. Background

Directorate	Children's Services
Service area	Education – Early Years
Title of the proposed change being assessed i.e. the policy, service or other development	Receipt and Distribution of the Department for Education Childcare Delivery and Capital Grants

Describe the purpose of the proposed change and the intended outcomes
<p>In the government's 2023 Spring Budget, the Chancellor announced significant reforms to childcare. There were two elements to the announcements.</p> <ul style="list-style-type: none"> <li>• Expansion of the existing early years entitlement</li> <li>• The wraparound childcare programme</li> </ul> <ol style="list-style-type: none"> <li>1. The government expects to spend an additional £4.1 billion by 2027 to 2028 to fund 30 hours of free childcare per week (38 weeks per year) for children over the age of nine months.</li> <li>2. The government's ambition is that by 2026, all parents and carers of primary school-aged children, who need it, will be able to access term time childcare in their local area from 8am-6pm, so that parents can access employment and improve labour market participation</li> </ol>

The intention of the reforms is to provide affordable and accessible childcare options to enable opportunities for parents/carers to return to or to seek new employment and/or employment related training.

The council has been awarded grant funding to deliver both elements of the childcare reforms:

Capital grant – £1,175,969.15.

Delivery Grant -

- 2023/24 - £38,014.38000
- 2024/25 - £2,892,932.80
- 2025/26 - £1,335,353.15 (provisional)

Total delivery grant- £4,266,300.33

Who is affected by the proposals?

Service users:	Yes
Wider community:	Yes
Workforce:	No
Other (please specify):	

Decision to be taken and decision maker	<p>Cabinet decision to delegate authority to the Head of Early Years Service, in consultation with the Cabinet Member for Children’s Safeguarding and Early Years to allocate Childcare Reforms Capital and delivery funding by means of grants to schools and out of school providers and to:</p> <ul style="list-style-type: none"> <li>• Allocate Wraparound Childcare Delivery Grant by mean of grants to schools and out of school providers that demonstrate a need for additional childcare places and a business model that is sustainable until</li> </ul>
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	<p>the end of the grant funding period over a 2-year period (FYs 2023-2026) in accordance with the Childcare Reforms in order to expand existing and/or develop new out of school provision</p> <ul style="list-style-type: none"> <li>• Allocate Childcare Reforms Local Authority Capital Funding by means of grants to schools and out of school providers that demonstrate a need for additional early years childcare places and operate a business model that will be sustainable after the end of the grant funding period Such allocations to be granted to schools and out of school providers in the proportions set out in the DfE Capital Grant LA award letter, over a 2-year period (FYs 2023-2026) in order to expand existing, and/or develop new, Early Years and Out of School wraparound childcare provision</li> </ul>
<p>Person(s) responsible for completing this assessment</p>	<p>Sarah Hylton Head of Early Years</p>
<p>Date of this assessment</p>	<p>April 20<sup>th</sup> 2024</p>

## 2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	Parent/carer consultation Parent questionnaire School questionnaires Out of school provider questionnaires School and provider engagement events	
Workforce	Consultation with schools and providers Engagement events with schools and providers	

Partners		
Other		

### 3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

#### 3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	Service Users	Gloucestershire County Council (GCC) Staff
Protected Characteristics (Equality Act 2010)		

Additional Groups (including care leavers / care experienced adults)		
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### 3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

<b>Service Users</b>
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Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	x				Wrapround childcare will benefit all primary aged children The expansion of EY funding entitlement will benefit children aged 9 months to 4 years	
Disability	x				All early years and childcare provision must, under the Equalities Act, ensure it is accessible to and can meet the needs of children with SEN and disabilities. The Childcare Reforms grants may be used, in part, to provide additional resources and training in childcare	

					settings to ensure the needs of this cohort are met and that parents have equal access to childcare provision. Application for grant funding requires the provider to include how they will ensure that the provision will be accessible to all children	
Sex		x			No impact assessed.	
Race		x			No impact assessed. It is difficult to fully understand if any barriers to access childcare provision for children from specific ethnic groups exist. Whilst we have not had concerns raised by parents about insufficient or inadequate provision, we cannot assume that these do not exist. We have faced challenges in obtaining data from the EY sector regarding demand and take up of childcare places for particular ethnic groups, despite introducing reporting systems. Available data does not indicate a barrier to childcare due to race, but to help us to identify any barriers to accessing childcare provision, we are currently undertaking consultation with parents from a range of ethnic background. Application for grant funding requires the provider to include how they will ensure that the provision will be accessible to all children	
Gender reassignment		x			No impact assessed. Application for grant funding requires the provider to include how they will ensure that the provision will be accessible to all children	

Pregnancy & maternity	x				No impact assessed	
Religion and/or belief		x			No impact assessed. Application for grant funding requires the provider to include how they will ensure that the provision will be accessible to all children. Training for childcare staff will be provided where required to ensure this.	
Sexual orientation		x			No impact assessed. Application for grant funding requires the provider to include how they will ensure that the provision will be accessible to all children. Training for childcare staff will be provided where required to ensure this	
Marriage & civil partnership		x			No impact assessed	
Armed Forces community		x			No impact assessed. Application for grant funding requires the provider to include how they will ensure that the provision will be accessible to all children. Training for childcare staff will be provided where required to ensure this	
Carers	x				Childcare reforms will create additional early years and childcare provision to support parents and carers to access childcare to meet their needs	
Care leavers / care experienced adults		x			No impact assessed.	



Digital exclusion		x				
Geography, for example, urban and rural areas	x				Application for grant funding requires the provider to include how they will ensure that the provision will be accessible to all children. Grant funding can be used for transport where required to access the setting. Analysis of existing provision has enable us to identify areas of the county in need of additional childcare, grant funding will be targeted to those areas in the greatest need	
Socio-economic disadvantage	x				The intention of the childcare reforms is to increase the opportunity for parents/carers to access employment thought the provision of accessible and affordable childcare.	
Vulnerable groups of society	x				No impact assessed other than those set out above under specific vulnerable groups	
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

**Gloucestershire County Council Staff**

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		x			Provision will not be delivered by GCC staff	
Disability		x				
Sex		x				
Race		x				
Gender reassignment		x				
Pregnancy & maternity		x				
Religion and/or belief		x				
Sexual orientation		x				
Marriage & civil partnership		x				
Armed Forces community		x				
Carers		x				
Care leavers / care experienced adults		x				
Digital exclusion		x				

Geography, for example, urban and rural areas		x				
Socio-economic disadvantage		x				
Vulnerable groups of society		x				
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

#### 4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Lack of childcare in rural areas	Data analysis and consultation will identify areas of the county where additional childcare is required, grant funding and support to establish new provision will be targeted to these areas.	Sarah Hylton	On going for duration of 2 year delivery programme
Childcare that can meet the needs of all children (religion, disability, culture, etc)	Ofsted and EYFS framework includes requirement for EY and childcare provision to evidence how it meets the needs of all children. Application for grant funding includes a requirement for provider to evidence how they will meet the needs of all children. Training and support will be available where needed to support providers to meet the needs of all children. In the longer term, at the end of the grant funding period, it may be necessary to consider how the additional support needs of children with SEND will be funded to ensure no child is prevented from	Sarah Hylton	On going for duration of 2 year delivery programme

	accessing local childcare provision with the support they need.		

## 5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Sarah Hylton
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Part 1 – Initial arrangements (up to around six months following implementation)

Date of the post implementation review:	On going monitoring of programme delivery until grant funding end date Sept 2026.
Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between	

the anticipated impact (as set out in section 3) with the actual impact:

- What mechanisms will be used?
- How will service users / the wider community / GCC staff and other stakeholders be involved?

Data analysis – where grants have been allocated, number of childcare places created accessibility to all children.

Parent feedback – accessibility for all children, sufficient childcare provision where and when it is needed.


Provided feedback – provision is in place and working towards sustainability, provision is accessible to all, review training and support needs to ensure this.

Use of grant funding – review to ensure grant has been used as agreed and has delivered the intended outcomes.

Part 2 – Ongoing arrangements (from around six months onwards)

Frequency of monitoring and review:	On going monitoring of programme delivery until grant funding end date Sept 2026.
What mechanisms will be used?  How will service users / the wider community / GCC staff and other stakeholders be involved?	As in part 1

## 6. Approval

Signature of Senior Officer	
Name of Senior Officer	Kirsten Harrison
Date	30.05.24

Signature of Decision Maker	
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Name of Decision Maker	Cllr Stephen Davies
Date	29. May 2024

### Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
Age	
Disability	
Sex	
Race	
Gender reassignment	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Marriage & civil partnership	
Armed Forces community	
Carers	
Care leavers / care experienced adults	



Digital exclusion	
Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	

## Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Armed Forces community	

Carers	
Care leavers / care experienced adults	
Digital exclusion	
Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	

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