

DEquality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

Directorate	Children & Young people
Service area	Early Years - Education
Title of the activity being assessed i.e. the strategy, plan, policy or service	Annual Childcare Sufficiency Duty Report
Brief outline of the proposal(s)	<p>This Childcare Sufficiency Duty Report was undertaken in accordance with the Childcare Act 2006, and the associated statutory guidance: Early Education and Childcare - Statutory guidance for local authorities June 2018. The Act gives local authorities a duty to secure, so far as is reasonably practicable, childcare provision for children aged 0-14 (or up to 18 for disabled children). The provision should be sufficient to meet the requirements of parents/carers in order to enable them to work, or undertake education or training leading to work, and for their child to access their free entitlement childcare place.</p>
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input type="text"/>
Decision to be taken and decision maker	Cabinet approval for Gloucestershire's Childcare Sufficiency Duty report (2022)
Person(s) responsible for completing this assessment	Sarah Hylton Head of Early Years
Date of this assessment	30 June 2022

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

Research, Consultation and Engagement	
Service users	Parents of children aged under 5, including those with SEN and disabilities
Workforce	Early Education and Childcare sector
Partners	
Other	

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

Protected Characteristic	Service Users	Workforce
ALL	<p>The Childcare Sufficiency Duty report is aimed at parents in Gloucestershire who through training/employment or eligibility of free early years entitlement may require information on the childcare market.</p> <p>Childcare Providers apply the Early Years Foundation Stage (EYFS) which sets the standards that all childcare providers must meet to ensure that children learn and develop and are kept healthy and safe. It covers the first stage of a child's care, learning and development, from birth to 5 years old. Equality/Inclusion is embedded through EYFS, under the Equality Act 2010.</p> <p>The Childcare Sufficiency Duty report sets out how the EY sector in Gloucestershire is meeting the childcare needs of all children across the county</p>	

	We recognise that the Childcare Sufficiency Duty report and the associated actions will be needed in other languages and formats.	
Age	The childcare sufficiency report relates to the provision of Early Education (EYFS) for children aged under statutory school age and to childcare provision for children aged up to 16 yrs (18 if disabled)	
Disability	<p>Providers of early years education, that is all early year's providers in the maintained, private, voluntary and independent sectors that a local authority funds, are required to have regard to the SEND Code of Practice (2015)</p> <p>The Childcare Sufficiency Duty report sets out how childcare provision is meeting the needs of children with SEND. A consultation with parents of children with SEND was completed to understand any experience of barriers to childcare provision. A consultation with providers was also undertaken to understand barriers to them supporting children with additional needs and SEND.</p> <p>Whilst neither consultation raised any significant concerns with regard to sufficiency of provision , we are now working with a national organisation, alongside other LAs, to ensure that we have systems in place to ensure sufficient and adequate provision for children with SEND.</p> <p>Actions are included in the report.</p>	
Sex	The Childcare Sufficiency Assessment does not differentiate between males and females. All childcare providers offer provision for all children	

	regardless of gender/sex. There are no concerns identified	
Race	<p>The CSA and provision of childcare does not have an adverse impact on race equality considerations. Gloucestershire's Childcare Providers will ensure environments accessible to children and families reflect the community in which they live and the wider images of the diverse communities.</p> <p>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 can not assume that these do not exist. We have faced challenges in obtaining data from the EY sector with regard to demand and take up of childcare places for particular ethnic groups, despite introducing reporting systems. To help us to identify any barriers to accessing childcare provision we have planned a consultation exercise with parents from a range of ethnic backgrounds</p>	
Gender reassignment	The Sufficiency report does not particularly impact on residents undergoing gender re-assignment in either a positive or negative way. All childcare is accessible to all children, no concerns have been identified	
Marriage & civil partnership	There is no bearing on marriage or civil partnership	
Pregnancy & maternity	The mixed economy of childcare provision, domestic/nondomestic, along with the flexibility of opening hours and application of take up of funded hours is	

	positive for expectant and new parents seeking childcare.	
Religion and/or belief	There is no bearing within the Childcare Sufficiency Assessment on religion or belief. Childcare Providers will celebrate diverse events throughout a calendar year to build under 5's knowledge of the world around them. To help us to ensure that this practice is consistent across the county and that parents experience good practice in relation to meeting their child's religious beliefs and culture this will be included in our planned consultation exercise with parents	
Sexual orientation	The Childcare Sufficiency Assessment does not differentiate between sexual orientation. The underlying principles of the Early Years Foundation Stage Profile is to give access to all learning activities based on a child's individual interests and preferences and not to lead or direct. No concerns have been raised or identified	

4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

Change	Reason for Change
No changes made, the annual sufficiency assessment takes in to consideration age, culture, race/ethnicity and SEND to ensure that the report reflects the sufficiency of provision for all children in Gloucestershire	

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

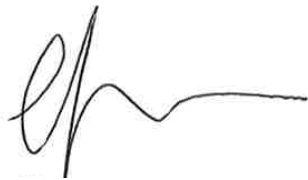
Potential impact (positive or negative)	Action	By when	Owner

6. Monitoring and review

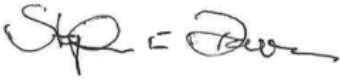
The following processes/actions will be put in place to keep this 'activity' under review:
Continued engagement with parents/carers of children with SEND to ensure access to inclusive childcare provision for children with all levels of additional need. Quality of childcare delivery for cohorts of children where evidence reflects poorer outcomes

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Signature of Senior Officer	
Name of Senior Officer	Chris Spencer
Date	07.09.22

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Signature of decision maker	
Name of decision maker	Cllr Stephen Davies
Date	6.9.22

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

Protected Characteristic	Service User Data and Information
Age <i>percentage/profile of service user ages</i>	
Disability <i>percentage/profile of service users who have a disability</i>	
Sex <i>percentage/profile of service users who are male and who are female</i>	
Race <i>percentage/profile of service users who are from black and minority ethnic backgrounds</i>	
Gender reassignment <i>percentage/profile of service users who have indicated they are transgender</i>	
Marriage & civil partnership <i>percentage/profile of service users who are married or in a civil partnership</i>	
Pregnancy & maternity <i>percentage/profile of service users who are female and who are pregnant or on a maternity leave</i>	
Religion and/or belief	

<i>percentage/profile of service users religious beliefs</i>	
<i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i>	

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

Protected Characteristic	Total number of GCC staff affected:
Age	
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	