

EQUALITY IMPACT ASSESSMENT EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal

AMENDMENTS TO EARLY LEARNING AND CHILDCARE
ENROLMENT ARRANGEMENTS

Lead Department/Service

PEOPLE

What is the aim of the proposal?

To ensure fair access to funded Early Learning and Childcare provision. In line with the Children and Young People's Act (Scotland) 2014, this provision will start in the term after a child's third birthday.

Is this a new or a review of an existing policy, procedure, function or report?

It is a review of existing procedure as documented in Children and Learning Committee Report 7/15

Screening Process

1. Has the proposal already been assessed for its impact on age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? **If yes, go to 1 a. If no, go to 1 b.**

1 a. Unless there have been significant changes, no further action is required. **Please add your name, position and date below at 3.**

1 b. Does the proposal involve or have consequences for the people the council serves or employs? **If yes, go to 2. If no, go to 1 c.**

1 c. Please state why not

The proposal is not relevant and no further action is required. Sign and date below at 3.

2. Is the proposal relevant to one or more of the protected characteristics? **If yes, go to 2 a. If no, go to 2 b.**

2 a. Proceed to Step 1 of the Full Equality Impact Assessment on page 2.

2 b. Please state why not

The proposal not relevant and no further action is required. Add your name, position and date below at 3.

3. Name:

Position:

Date:

FULL EQUALITY IMPACT ASSESSMENT

Step 1

Are there any statutory legal requirements affecting this proposal? If so please describe.

Part 6 of the Children and Young Peoples Act (Scotland) 2014 states that all children should be given access to 600 hours Early Learning and Childcare from the term after their third birthday.
The government requirement is for three admission dates per year, Angus Council's admissions policy allows for four.

Step 2

What data/research is available to assess the likely impact of the proposal?

Evaluation of the current intake dates showed some children were being disadvantaged by being prevented from starting at nursery until over four months after their third birthday.

Step 3

Is there any reason to believe the proposal could affect people differently due to their protected characteristic ie age; disability; gender; gender re-assignment; pregnancy/maternity; marriage and civil partnership; race; religion and belief; and sexual orientation? Please **place a cross** in each box that applies, and give details alongside.

| | | |
|--------------------------------|--------------------------|-------|
| Age | <input type="checkbox"/> | _____ |
| Disability | <input type="checkbox"/> | _____ |
| Gender | <input type="checkbox"/> | _____ |
| Gender Re-assignment | <input type="checkbox"/> | _____ |
| Pregnancy/maternity | <input type="checkbox"/> | _____ |
| Marriage and civil Partnership | <input type="checkbox"/> | _____ |
| Race | <input type="checkbox"/> | _____ |
| Religion and belief | <input type="checkbox"/> | _____ |
| Sexual orientation | <input type="checkbox"/> | _____ |

Step 4

Is there evidence to suggest that any part of the proposal could unlawfully discriminate against people? If so, how?

No

Step 5

Can the proposal be seen to favour one section of the community

Yes No

or deny opportunities to another?

Yes No

If yes, please give details.

Any child whose birthday falls after the first day of a term would not start nursery until the following term. However, the revised dates shorten the time a child would have to wait to be admitted.

Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

Step 7

Are there any other actions which could have been taken to enhance equality of opportunity?

If so please state

Step 8

Based on the work you have done, rate the level of relevance being allocated to this proposal.

High Medium Low Unknown

Step 9

If during **Steps 3 - 6** there has been an adverse impact identified, consider whether this can be justified.

Yes No

If yes please give details.

In line with all school admissions, there will always be some children whose birthday will fall the day after the cut-off date. Four admission dates a year allows us to offer admissions every term which exceeds the Scottish Government's expectations.

If no, consider alternative ways of delivering the proposal to minimise negative impact or eliminate unlawful discrimination. Give details of the changes to be made to the proposal.

Step 10

Do you need to carry out a further impact assessment?

Yes No

If yes, what actions do you need to take?

Step 11

Make arrangements to monitor and review the impact assessment.

An annual evaluation will be carried out by the Early Years Service and the Management Information Team to ensure we are meeting the needs of our children and families.

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

Alongside the Children and Learning Committee Report of the same name.

Please state your name, position and date, and forward this pro forma either to your designated Equality Impact Assessment Co-ordinator, or if it refers to a committee report, it should be forwarded with the report to committee services.

Name:

Position:

Date:

For additional information and advice please contact:
the Equalities Officer - Tel: 01307 476058 or E-mail: Equalities@angus.gov.uk