

EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal

EARLY LEARNING AND CHILDCARE CHARGED
SESSIONS

Lead Department/Service

PEOPLE

What is the aim of the proposal?

To offer parents the option to purchase additional early learning and childcare in localities where local private or voluntary provision cannot meet demand.

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

New procedure

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 flexible Early Learning and Childcare.

Step 2

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

A pilot project has been carried out and evaluated at two rural schools within Angus. This has been positively received by parent, staff and the community.

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.

The proposal could be seen to favour families who can afford to pay for additional sessions and deny these to others who cannot. However, all families would still have access to their 600 hours funded places.

Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

These additional places would allow parents greater flexibility for work opportunities as it allows children to be accommodated in the nursery for a whole school day in areas where no other private nursery provision is available.

Step 7

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

If so please state

No.

Step 8

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

High Medium Low X 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.

This proposal has been developed in specific communities where part-time early learning and childcare provision does not fully support the needs of that community. Parents and carers in some rural communities have so far to travel to their local nursery that they have no option but to wait at the school until the session ends. Other parents who are trying to return to work find they cannot accept employment because they do not have adequate childcare in their locality. This proposal offers additional childcare hours at a fair price to help these families back to work.

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

Annual evaluations of provision would be jointly carried out by the Early Years Service and Contracts between January and March.

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