

EQUALITY IMPACT ASSESSMENT

SCREENING DOCUMENT

Name of Proposal

CHILDREN AND LEARNING COMMITTEE – 19 APRIL 2018

EARLY YEARS EXPANSION PROGRAMME

Lead Department/Service

Early Years

What is the aim of the proposal?

This report provides committee with details of local plans to implement the Scottish Government's commitment to expand the provision of early learning and childcare (ELC) from up to 600 hours to up to 1140 hours per child per year as by August 2020.

Committee are asked to approve the content of the report and the appended delivery plan which are subject to confirmation of the Angus allocation of central government funding for the expansion of ELC

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

New policy

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. - NO**

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. - YES**

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.

The statutory provision of funded Early Learning and Childcare will move from up to 600 hours of funded ELC for each child per annum up to a maximum of 1140 hours of funded ELC for each child per annum as of August 2020. It is the responsibility of the Local Authority to ensure that appropriate places can be sourced in order to ensure that this can be delivered.

Step 2

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

Current uptake statistics of Nursery aged children; current Early Years ASN statistics; projected future ASN demand statistics; future projections for ELC demand by locality and information on current staff contracts and working patterns has been analysed in order to assess impact.

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.

Step 6

Does the proposal advance or restrict equality?

Yes No

If yes, give details

Proposal regarding Flexibility of choice applies to all children and their families therefore advancing equality of disability. This is dependent upon adequate revenue funding being allocated by the Scottish Government

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.

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.

The impact of the assessment will be monitored and reviewed throughout the implementation of the expansion programme and shall be noted within the minutes of the programme delivery board and the programme delivery

plan.

Step 12

Publish impact assessment.

Where will the Equality Impact Assessment be published?

It will be available to the public on the council website as it accompanies a committee report.

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: Victoria Smith

Position: Acting Service Manager (Early Years)

Date: 14th March 2018

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