



Equality Impact/Fairer Scotland Duty Assessment Form

Step1 - Name of Proposal

Childminding – reduce Children, Families and Justice Directorate revenue budget in line with recurring pattern of reduced expenditure due to the introduction of early learning and child care.

Step 2

Is this only a **screening** Equality Impact Assessment No

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment Yes

Is this a Fairer Scotland Duty Assessment No

If you have answered Yes to either or both of the above, continue with Step 3.

Step 3

- (i) **Lead Directorate** - Children Families and Justice Directorate (Localities Service)
- (ii) Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

The Children (Scotland) Act **1995** s22 places a duty on local authorities to safeguard and promote the welfare of children in need and so far as is consistent with that duty to promote the upbringing of such children by their families by providing appropriate services including assistance in cash or in kind.

- (iii) **What is the aim of the proposal? Please give full details.**

The aim of the proposal is to support meeting budget savings targets by reducing the revenue budget allocated to the Children, Families and Justice Directorate for the provision of community childminding. Previously, the service accessed childminding facilities for families in need, however since the expansion of early learning and child care as a universal entitlement, the need for this as a separate service has reduced. As a result, demand for this service and the amount of provision has decreased and this proposal reflects that change in pattern of usage.

(iv) Is it a new proposal? No

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes

Please indicate: update to revenue budgets as a result of expansion of universal entitlement.

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees	No
Job Applicants	No
Service users	Yes
Members of the public	Yes

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

The usage of community childminding resource has been monitored and a significant decrease noted.

Internal consultation Not required

External data

Early Years universal provision has increased availability of child minding and other early years support through other mechanisms, negating the requirement for a separate revenue budget to support community childminding.

External consultation (e.g. partner organisations, national organisations, community groups, other councils. Not required

Other (general information as appropriate). - NA

Step 6: Evidence Gaps.

Are there any gaps in the equality information you currently hold? No

Step 7: Are there potential differential impacts on protected characteristic groups?

Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

Age - **Impact** - Neutral as other services are in place

Disability – **Impact** - Neutral as other services are in place

Gender reassignment- **Impact** - Neutral no specific impact

Marriage and Civil Partnership – **Impact** - Neutral no specific impact

Pregnancy/Maternity – **Impact** - Neutral as other services are in place

Race - (includes Gypsy Travellers) – **Impact** - Neutral as other services are in place

Religion or Belief- **Impact**- Neutral as other services are in place

Sex – **Impact**- Neutral as other services are in place

Sexual orientation – **Impact**- Neutral no specific impact

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

NA

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

We have monitored demand and usage of the service and are aware that there is minimal usage. Capacity will still exist to meet additional need on an exceptional basis in partnership with Early Years Service colleagues as part of a child's plan.

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

We retain the ability to fund or source placements from other sources if required consequently there will be no negative impact.

Step 10: If a potentially negative impact has been identified, please state below the justification.

n/a

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

Early Learning and Child Care provision is now a universal entitlement and thus avoids being seen as potentially stigmatic for children and families

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

No

Step 13: FAIRER SCOTLAND DUTY

NA

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

Ongoing operational review of service demand and capacity of existing provision to meet this.

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

As part of Budget setting Committee Papers

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

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