

## APPENDIX 3



### INITIAL SCREENING – STAGE 1 (See Guidance information)

**As a public authority we need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.**

**Please complete the following questions to determine whether a Full Equality Assessment is required.**

<b>Name of policy, strategy or function:</b> Capacity Building Funding to support Early Education Entitlement (EEE) funded places 2013/2015	<b>Ref:</b> CYPF1213EY
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<b>Responsible Officer:</b> Kevin Caulfield	<b>Role:</b> Business Strategy Manager
<b>Directorate:</b> Children, Young People and Families	<b>Assessment Date:</b> 5 <sup>th</sup> December 2013

<b>Is this a:</b>	Policy <input type="checkbox"/>	Strategy <input checked="" type="checkbox"/>	Function <input type="checkbox"/>	Service <input type="checkbox"/>
<b>Is this:</b>	New or Proposed <input checked="" type="checkbox"/>	Already exists and is being reviewed <input type="checkbox"/>	Is Changing <input type="checkbox"/>	

#### 1. What are the main aims, objectives of the policy, strategy, function or service and the intended outcomes and who is likely to benefit from it

**Aims:** To ensure that childcare and early education provision in Birmingham is sufficient, affordable and of a high quality as outlined in the Childcare Act 2006. From September 2013 this duty was expanded to provide Early Education Entitlement (EEE) places to eligible two year olds. Funding allocated to Birmingham identifies that there are potentially 4,657 eligible two year olds from September 2013 and potentially 10,500 from September 2014. The aim of the funding is to support the creation of additional places to meet the potential demand for places and the statutory duty.

**Objectives:**

- Flexible early year's provision entitlement is available across the city for all three and four year olds and eligible two year olds.
- To support parents/carers in work or training through sufficient available childcare provision across the city.
- Ensure all early years and childcare settings are inclusive and accessible to children and families in Birmingham.
- To offer revenue funding to settings to enable engagement and participation of children and young people at risk of social exclusion to access the services and monitor the impact.

Previously three Initial Screening Equality Impact Needs Assessments have been undertaken for the overall function of the EYC and CC team: Quality, Inclusion and Workforce and, Childcare Sufficiency on 18 March 2011 and 03 March 2013, and this strategy fits underneath the overall area.

**Outcomes:** High quality early years and childcare services with more choice for parents, leading to improved outcomes for children particularly in relation to attainment and achievement. Birmingham City Council able to execute statutory duties in relation to Children's Act 2006.

**Benefits:** Eligible children and families will have access to inclusive early education entitlement services, with more choice for parents that are in work or training, Childcare providers benefit from additional resources to provide more places, alongside advice and guidance to meet legislative and Ofsted requirements. Local communities benefit from positive socio economic profile that results from childcare businesses operating in their local areas, particularly if these are in areas of disadvantage.

## 2. Explain how the main aims of the policy, strategy, function or service will demonstrate due regard to the aims of the General Duty?

1. Eliminate discrimination, harassment and victimisation?
2. Advance equality of opportunity?
3. Foster good relations?
4. Promote positive attitudes towards disabled people?
5. Encourage participation of disabled people?
6. Consider more favourable treatment of disabled people?

### Mission statement:

The strategy is focussed on increasing the availability of and access to high quality, inclusive and affordable early education places through providers from the private, voluntary independent (PVI) and maintained sectors. The Early Years and Childcare Service is required to manage the childcare market by providing support services and appropriate mandatory and targeted training to childcare providers to ensure that sufficient high quality early education places are available.

### Eliminate discrimination, harassment and victimisation and, Encourage participation of disabled people

Young children and families at risk of exclusion are supported to access universal services in their local community. This will be achieved by supporting the creation of additional early education entitlement (EEE) places for 2,3 and 4 year olds in the top 40% most deprived super output areas of the city, according to the IDACI index. 2,3 and 4 year old children across the city with high needs will be able to access EEE funded places if they meet one of the following criteria:-

1. Significant difficulties affecting their learning in at least 1 of the following areas:
  - Language and Communication;
  - Play and Learning;
  - Physical development; or
  - Social development and behaviour.
2. A medical condition which impacts on the child's progress and/or includes treatment that may affect the learning environment.

### **Advance equality of opportunity**

Equality of opportunity is achieved by children having full access to early education places in their local area. Individual children and young people's needs and abilities are taken into consideration in service delivery.

### **Foster good relations**

Good relationships with parents and other partnership organisations are a part of the requirements within the EEE funding terms and conditions that all providers of EEE places are required to sign up and adhere to. External and internal settings providing EEE places work in partnership and consultation with parents, service users and other partner agencies in the PVI and maintained sectors to ensure consistency within the range of services offered to children and young people.

### **Promote positive attitudes towards disabled people**

By having universal mainstream settings that provide access and inclusive services for disabled children, positive attitudes towards disabled children and young people are promoted. The support, advice and challenge provided by commissioned organisations, Early Years and Childcare Service officers, Special Educational Needs Officers as part of the overall EYC and CC strategy, challenges attitude and enhances or improves practice within childcare settings.

### **Consider more favourable treatment of disabled people**

The nature of the targeted 2 year old entitlement encourages favourable treatment of disabled children as this is one of the targeted criteria. Providers of childcare services are enabled to think about the services they provide as part of the general work undertaken by the EY team. In addition there are specially commissioned projects which also contribute to raising awareness of disability issues and equality both internally within their own organisations and their staff and, externally within settings and their staff.

## **3. What does your current data tell you about who your policy, strategy, function or service may affect:**

Service users ( <i>Nurseries, Out of School Clubs, Playgroups, Childminders</i> )	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Employees ( <i>employed by external service providers</i> )	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Wider community ( <i>Children &amp; young people</i> )	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

### **Please provide an explanation for your 'Yes' or 'No' answer**

All Early Education Entitlement registered settings submit termly headcount and annual census data which tells us the following:

- Service Users
  - Ownership type- Private, Voluntary, Independent, Local Authority etc.
  - Numbers of children attending setting by age group 2,3 and 4 year old.
- Employees
  - Gender, Ethnicity, Religion, Disability, Sexuality, Date of Birth
- Wider Community ( Actual children attending the setting)
  - Birth date, Gender, Free School Meals- yes or no, SEN, Postcode.

Our data shows that our proposals (to be presented at the 20 January 2013 Cabinet meeting) which recommends the approval of the strategy to create additional early education places and approve capacity building funding to create those places ,will not have an adverse impact.

If the strategy and funding is not approved by Cabinet there will be an adverse impact as

opportunity to create places will be lost therefore denying children and families a statutory entitlement and improved future life outcomes.

In addition current childcare providers may lose the opportunity to become financially sustainable as they may need support in creating additional places to increase their income streams. If they do not receive financial support they may cease operating which in turn could create a childcare sufficiency gap and loss of provision for children and families. The longer term impact being that positive outcomes for children and families will be reduced.

**4. Are there any aspects of the policy, strategy, function or service, including how it is delivered, or accessed, that could contribute to inequality?** (including direct or indirect discrimination to service users or employees)

Yes

No

**Please provide an explanation for your 'Yes' or 'No' answer**

The opportunity to apply for funding will be given to all existing EEE registered settings and those seeking to become registered.

All 2, 3 and 4 year old children with Special Educational Needs or Disability (SEND) are entitled to an EEE funded place.

All settings ensure that their childcare provision and education places are inclusive of all children including those with disabilities and complex needs.

Birmingham City Council has no direct responsibility for staff or staff recruitment within the settings from the Private, Voluntary and Independent (PVI) sectors. However they are required to follow good practice (detailed in the terms and conditions of their funding agreements) and adopt policies and guidelines used by Birmingham City Council for health and safety, safeguarding, equality of opportunity to ensure, that Birmingham City Council meets the duties under the Equality Act 2010.

Whilst we are not directly responsible for staff working within the settings there is a contribution to the workforce in general as local people are kept in employment. This strategy may actually create jobs in some settings.

**5. Will the policy, strategy, function or service, have an adverse (negative) impact upon the lives of people, including employees and service users?**

Yes

No

**Please provide an explanation for your 'Yes' or 'No' answer**

The aim of funding the creation of additional EEE funded places is to improve access to early years and childcare provision that is of a high quality for all children, particularly those at risk of exclusion. There isn't a negative impact, only positive, as long as the strategy and release of funding is approved as additional places created will create better opportunities for children and families e.g. greater preparation for children regarding transition to primary school, advancing social skills of children, giving vulnerable parents respite and the opportunity to access other support they may need.

The funding of additional EEE places will have a positive impact on staff working in settings as it will fund /part fund their post, improve the long term financial viability of the organisation they work for leading to greater job security, improve their working conditions and physical environment leading to improved service delivery and better outcomes for children and families.

Consultation with the current EEE registered settings has taken place in several ways over the past months to prepare them for the potential roll out of EEE funded place capacity building funding. This has taken the form of a monthly information sheet advising about EEE activities. During the Summer term 2013 EEE registered settings were invited to attend 1 of 9 briefing sessions to explain the introduction of EEE funding for eligible children and the necessity to develop the capacity of places and the potential availability of capacity building funding.

With regard to our current proposed intentions we will write to all current EEE registered settings and non- registered settings advising them of the opportunity to apply for capacity building funding and to invite those that satisfy funding criteria to a series of consultation events to advise and update them regarding the application and funding process strategy including timescales will be discussed.

## 6. Is an Equality Assessment required?

If your answer to question 2 has identified potential adverse impact and you have answered 'yes' to any of the following questions 3, 4, or 5, then you should carry out a Full Equality Assessment.

Does the Policy, Strategy, Function or Service require a Full Equality Assessment? Yes  No

If a Full Equality Assessment is required, before proceeding you should discuss the scope of the assessment with service managers in your service area as well as the Directorate Contact Officer.

If a Full Equality Assessment is **Not** required, please sign the declaration and complete the Summary statement below, then forward a copy of the Initial Screening to your Directorate Contact Officer

If a Full Equality Assessment **Is** required, you will need to sign the declaration and complete the Summary statement below, detailing why the Policy, Strategy, Function or Service is moving to a Full Equality Assessment. Then continue with your Assessment.

## DECLARATION

**A Full Equality Assessment not required, the Initial Screening has demonstrated that the Policy, Strategy, Function or Service is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.**

Chairperson: Karen Pearson

Sign-off Date:

Summary statement: There have been various consultation meetings over a period of time that have informed this report and should cabinet accept the proposals there would be no adverse impact on children or their families.

**Quality check: The screening document has been checked using the agreed audit arrangements in the Directorate:**

<p>Name: (Officer/Group carrying out the Quality Check) Veronika Quintyne</p> <p>Directorate:CYPF</p> <p>Contact number: 0121 4643073</p>	<p>Date undertaken: 12.12.2013</p>	<p>Screening review statement: On the basis that there is no risk of adverse impacts but clearly identifiable positive impacts I concur that a full equality assessment is not required.</p>
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**Equality Assessment Task Group Members**

	<u>Name</u>	<u>Role on Task Group</u> (e.g. service user, manager or service specialist)	<u>Contact Number</u>
1.	Karen Pearson	Head of Service	675 - 7135
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