

## EQIA Screening Form – Early Years Income

### EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed**

A clear definition of what is being screened and its aims

2. **Gathering Evidence & Stakeholder Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

3. **Assessment & Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

4. **Outcomes, Action & Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported

5. **Monitoring, Evaluation & Review**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

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### 1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Increased Early years Income Linked to Service Expansion

b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

Glasgow has 112 Early Years Nurseries and there are also 345 Private and Voluntary childcare providers throughout the City (to include private nurseries, playgroups, child minders', Out of School Care and Crèche facilities. We offer a wide range of information on all childcare services (0-5 years) and support services for families and providers.

Early Years Fees are based on a charging policy. It is recognised that from the year 2020 the increase in number of free hours for 3-5 year old children will have a material impact on the level of income generated by the service. Until this time the service continues to grow, in terms of the number of child places being delivered in the sector. This is also linked to the physical expansion of the in-house provision for which there is a consequential increase in the level of income being generated

#### **Early Years Income - August 2018 Fee Increase**

Increase in early years charges from £2.54 per hour to £4.00 per hour from August 2018 and £5.00 per hour from August 2019. The true cost of early learning and childcare has been estimated at £6.36 per hour. By August 2019 the rate will harmonise with those charged by the private sector. There are approximately 5,000 paying clients utilizing council provision.

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c) Name of officer completing assessment (signed and date)

Samir Sharma 24/1/18
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d) Assessment Verified by (signed and date)

David McClelland 24/1/18
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### 2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief.	Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation.
Education charging policy	Children & Young People	Not at this stage

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### 3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to tick where you think the **Policy, Project, Service Reform or Budget Option** has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within an equality group), based on the evidence you have collated

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
<b>GENDER</b>	Women			Impact identified for low income earning families	Increase in early years charges from £2.54 per hour to £4.00 per hour from August 2018 and £5.00 per hour from August 2019. The true cost of early learning and childcare has been estimated at £6.36 per hour. There are approximately 5,000 paying clients utilizing council provision
	Men			As above	As above
<b>RACE</b>	Asian People			As above	As above
	Black People			As above	As above
	Chinese People			As above	As above
	White People			As above	As above
	People of mixed race			As above	As above
	European People (Polish, Greek, Italian, etc)			As above	As above
<b>DISABILITY</b>	Physical disability			As above	As above

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	Sensory Impairment (sight, hearing, )			As above	As above
	Mental Health Issues			As above	As above
<b>LGBT</b>	Lesbians			As above	As above
	Gay Men			As above	As above
	Bisexual			As above	As above
	Transgender			As above	As above
<b>AGE</b>	Older People (60 +)			As above	As above
	Younger People (16-25)			As above	As above
	Children (0-16)				
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	Women			As above	As above
	Men			As above	As above
	Lesbians			As above	As above
	Gay Men			As above	As above
<b>PREGNANCY &amp; MATERNITY</b>	Women			As above	As above
<b>RELIGION &amp; BELIEF</b>	Input *			As above	As above

\* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts



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Does the project, policy of strategy require to be amended to have a positive impact?	Not at This Stage			
Does a Full Impact Assessment need to undertaken?	Not At This Stage			
<p>If none of the above is required, please recommend the <b>next steps</b> to be taken.</p> <p>(i.e. is there a strategic group that can monitor any future impacts as part of implementation?)</p>		<p>Should parents be negatively impacted by increased charges, additional support should be offered to maximise income and access tax credits Vulnerable children receive additional free hours.</p> <p>Communications to parents / carers Signposting at admissions stage within ELC settings</p>	David McClelland	<p>May 2018.</p> <p>Communications to parents / carers Signposting at admissions stage within ELC settings</p>

#### PUBLIC REPORTING OF SCREENING ASSESSMENT

All completed EQIA Screenings are required to be publically available on the Council website once they have been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. (See EQIA Guidance: Pgs. 11-12)



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### 5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been take to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

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### Legislation

#### **Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012**

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: <https://www.gov.uk/equality-act-2010-guidance>

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: <http://www.equalityhumanrights.com/about-us/devolved-authorities/the-commission-in-scotland/legal-news-in-about-us/devolved-authorities/the-commission-in-scotland/articles/understanding-the-scottish-specific-public-sector-equality-duties>

### **Enforcement**

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.