

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. Evidence & Engagement

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

3. Differential Impact

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

4. Outcomes and Action

Develop an action plan to make changes where a negative impact has been assessed

5. Monitoring Outcomes and Next Steps

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.

Reform of early years and Childcare Provision

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

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

Review of early years childcare provision

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

The Children & Young People (Scotland) Act 2014 Part 6 has introduced an increased entitlement to 600 hours of childcare across 38 weeks for all 3 and 4 year olds and some 2 year olds. It has also set an expectation around increased flexibility in patterns of delivery of early learning and childcare which must be introduced by local authorities following consultation with parents around their needs.

Consideration is being given to an independent assessment of the supply of and demand for childcare across the city which will inform decisions around :

- The alignment of staffing capacity to better address demand / occupancy issues
- Clarification around the “childcare offer” to Glasgow parents – ie what is provided free and what must be paid for ; who has priority access where demand outstrips supply
- Review and streamlining of charging rates for GCC childcare places
- Identification of innovative partnership models to support the growth of low cost, high quality childcare provision

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

Heather Douglas 16.12.14

d) Assessment Verified by (signed and date)

Samir Sharma 18.12.14

2. EVIDENCE & 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.
Consideration is being given to the commissioning of an external review of supply & demand. This will form part of our approach to meeting the new statutory duty to consult with representative groups of parents / carers with regard to their childcare needs.	Not applicable – the defining characteristic of the consultation groups will be the fact that they are parents who require childcare for their young children.	Not yet known

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3. DIFFERENTIAL IMPACT

Use the table below to tick where you think the project, policy or strategy has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within a 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
GENDER	Women	Research evidence indicates that women / mothers remain the most likely primary carers for young children. Reform of childcare services, therefore, is likely to have the highest impact on mothers if increased availability / flexibility in service delivery is achieved.		Reform of childcare services may include increased charges which may impact upon the ability of parents to pay.	Improved access to affordable childcare supports SOA priority Vulnerable People – Addressing In-work Poverty and Child Poverty
	Men				
RACE	Asian People				
	Black People				
	Chinese People				
	White People				
	People of mixed race				
	European People (Polish, Greek, Italian, etc)				
DISABILITY	Physical disability				
	Sensory Impairment (sight, hearing,)				

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		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
	Mental Health Issues				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)	Improved access to high quality childcare provision will support learning and health outcomes for children under 5.		Meeting parental needs for flexible childcare may impact negatively upon meeting the child's educational needs in the best way through the provision of consistent, regular access to services	Improved access to affordable childcare supports SOA priority Vulnerable People – Addressing In-work Poverty and Child Poverty
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women				
RELIGION & BELIEF	Input *				

* 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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Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. ** Equality Legislation listed a back of this document.

IMPACT	YES	NO
HIGH		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy.		
MEDIUM		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected		
LOW		
There is little or no evidence that some people from different groups or communities are (or could be) differently affected.	X	
Does the negative impact breach any of the equality legislation? **		NO
	Immediately	Within next 6 months
The negative impact requires action to be taken		Should parents be negatively impacted by increased charges, additional support should be offered to maximise income and access tax credits

** See summary of legislation in appendix at the back of this form (you may also require to refer directly to the Equality Act 2010)

4. OUTCOMES AND ACTION

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No /Not At This Stage	Further Action Required	Lead Officer	Timescale for Resolution
Was a significant impact from the project, policy or strategy identified?	No			
Does the project, policy of strategy require to be amended to have a positive impact?	No			
Does a Full Impact Assessment need to undertaken at this time?	No			
If none of the above is required, please recommend the next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of implementation?)		Strategy around childcare services is currently being monitored by the Corporate Childcare Development Group. This group needs to agree the terms of reference for the review and progress any actions which arise as a result of the review.	Maureen McKenna David McClelland Heather Douglas	January – August 2015

5. MONITORING OUTCOMES AND NEXT STEPS

The equalities impact assessment screening is not an end in itself but the start of a continuous monitoring and review process.

It is our responsibility to identify any current, new or developing issues raised by the community.

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.

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.