

Appendix 4 - EIA Record

Date of EIA 11/01/05
 Directorate Education and Libraries

		Step
Function or policy to be assessed	Early Years and Childcare Strategic Plan 2004 - 2006	2
Is it a policy or function	<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Function	
Is it a new or existing policy or function?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing	
Aim / objective / purpose of the policy or function	<p>The purpose of the policy/function is to: address four key areas in the strategic plan, setting out action points which will be taken to develop these areas.</p> <p>The four areas are:</p> <ul style="list-style-type: none"> Integrating services for young children and families Creating and sustaining childcare places Ensuring quality, access, equality and inclusion Developing the workforce. 	
Who is responsible for the policy or function?	<p>The person/section/team responsible for this policy/function is:</p> <p>Early Years Manager</p>	
With regard to the equalities themes, which groups might be impacted by the policy or function?	<input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Religion or Belief <input checked="" type="checkbox"/> Sexual Orientation	3
Which groups might be affected adversely ?	<input checked="" type="checkbox"/> Race <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Religion or Belief <input checked="" type="checkbox"/> Sexual Orientation	
On what grounds can adverse or differential impact be justified?	N/A	
What evidence has been found to indicate that the policy or function might need to be amended? (Include any consultation undertaken)	<p>Review undertaken by Departmental EIA group. A scrutiny of the policy wording.</p> <p>p. 9 No mention of families who either speak no English or have limited proficiency in it. E.g. where and how is information provided for new parents – no mention of provision of information in different languages.</p> <p>p. 10 No mention of support for parents who do not speak English or isolated minority ethnic families.</p> <p>p. 11 para. 1 ‘Bracknell Forest will need to take into account local factors...’. This should include reference to the range of ethnic and language backgrounds.</p> <p>p. 16/17 para. 2 Should state intent to provide for new families from abroad and refer to a proactive approach for making links with community groups and isolated families</p>	

	<p>p. 19 Needs a detailed strategy of how equality of opportunities will be developed with reference to: training on teaching methods and styles which take into account cultural diversity and EAL; encouraging positive attitudes to race equality, use a range of multi-cultural resources, awareness of religious, cultural, linguistic heritage etc.</p> <p>There is details about disability and SEN on this page but no mention of ethnicity, religion, language or culture.</p> <p>p. 22 using libraries – provision of dual language stories and reading materials which reflect a variety of cultures. Also mention of how libraries will provide access to information for parents from other linguistic backgrounds</p>	
What consultation will be necessary to support or confirm your conclusions?	<p><i>If evidence cannot be found to suggest how a function or policy can be amended, additional research and consultation must be considered.</i></p> <p>No further consultation required. Agreement from group members about gaps in policy.</p>	5
Will the conclusions drawn reduce or remove adverse or differential impact?	Yes	6
What changes are proposed to the policy or function to reduce or remove adverse or differential impact?	See section 4.	7
Has the information in this EIA been made publicly available and where?	<p>Yes</p> <p>Through the publication of this EIA</p>	8
In to which plan or strategy has the necessary action been incorporated?	No action is necessary	8
What monitoring arrangements have been put in place?	<p>To ensure that equality objectives are met, we shall be monitoring ...</p> <p>The recommendations are to be communicated to the policy owner. The policy will be reviewed in a years time to ensure the recommendations have been taken into consideration and changes made. Review date is noted in schedule.</p>	9