

Equalities Screening Record Form

Date of Screening: 22.03.2013	Directorate: CYP&L	Section: SREI	
1. Activity to be assessed	The expansion of funded early years education and childcare places for disadvantaged two year olds in order to ensure the Council meets its Statutory Duty.		
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change cross		
3. Is it a new or existing activity?	<input type="checkbox"/> New <input type="checkbox"/> Existing cross		
4. Officer responsible for the screening	Heather Carter		
5. Who are the members of the EIA team?	Heather Carter, Cherry Hall, Karen Frost		
6. What is the purpose of the activity?	Revenue and capital investment to enable early years providers to create the additional childcare places required for the 20% least advantaged two-year olds by Sept 2013 and 40% least advantaged by Sept 2014. Place funding to childcare providers for eligible 2 year olds.		
7. Who is the activity designed to benefit/target?	The targeted group are two year olds who live in the top 20% and 40% most financially disadvantaged families, and looked after two year olds. Early education of the most disadvantaged has a positive impact on children, their families and communities, and will narrow the achievement gap between the least advantaged in society and the most advantaged. Parents of eligible two year old children can choose to apply for a funded early years/childcare place. Early education of least advantaged has a positive impact on children, their families and communities, and will narrow the achievement gap between the least advantaged in society and the most advantaged.		
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g. equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality	Y	Positive impact	All 2 year old children, regardless of disability , whose parents meet the qualifying criteria will be able to access free childcare (participation is by parental choice). From September 2014 it is anticipated the qualifying criteria will be extended to include children with

				disabilities and they will therefore not need to rely on parents meeting qualifying criteria. This is subject to government confirmation.
9. Racial equality		N	Neutral impact	All 2 year old children, regardless of race, whose parents meet the qualifying criteria will be able to access free childcare (participation is by parental choice).
10. Gender equality		N	Neutral impact	All children, regardless of gender, whose parents meet the qualifying criteria will be able to access free childcare (participation is by parental choice).
11. Sexual orientation equality		N	Not applicable	Targeted group are 2 year old children, however children whose parents meet the qualifying criteria will be able to access free childcare regardless of parent/carer sexual orientation (participation is by parental choice).
12. Gender re-assignment		N	Not applicable	Targeted group are 2 year old children, however children whose parents meet the qualifying criteria will be able to access free childcare regardless of parent/carer gender re-assignment (participation is by parental choice).
13. Age equality	Y		Positive impact	Early education of least advantaged has a positive impact on children, their families and communities, and will narrow the achievement gap between the least advantaged in society and the most advantaged. Eligibility governed by legislation. For children whose parents meet the qualifying criteria, participation is by parental choice.
14. Religion and belief equality		N	Neutral impact	All children whose parents meet the qualifying criteria will be able to access free childcare. For children whose parents meet the qualifying criteria, participation is by parental choice.
15. Pregnancy and maternity equality		N	Not applicable	Targeted group are 2 year old children, however children whose parents meet the qualifying criteria will be able to access free childcare regardless of parent/carer pregnancy/maternity status (participation is by parental choice).
16. Marriage and civil partnership equality		N	Not applicable	Targeted group are 2 year old children, however children whose parents meet the qualifying criteria

			will be able to access free childcare regardless of parent/carer marital/civil partnership status (participation is by parental choice).
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carer's/ex-offenders) and on promoting good community relations.	The Department for Education (DfE) has stated funded childcare places for 2 year olds should only offered in childcare provision rated by OfSTED as 'Good' or 'Outstanding', and by childminders rated 'Good' or 'Outstanding' and have achieved a minimum of Level 3 in a relevant childcare qualification. Therefore there will be childcare providers in the borough that are not able to access grant funding to develop new childcare places, nor be able to offer funded places.		
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A		
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	N/A		
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?		N	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	The DfE has carried extensive research into the impact of providing early education from the age of 2. http://www.education.gov.uk/inthenews/inthenews/a00209664/deputy-prime-minister-hails-a-revolution-in-free-pre-school-education		
22. On the basis of sections 7 – 17 above is a full impact assessment required?		N	
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
Outreach support to qualifying families to enable eligible 2 year old children to access free early years education and childcare.	2013/14 & 2014/15	Cherry Hall	High percentage uptake of eligible 2 year olds accessing free early years education and childcare

Support, advice and challenge to providers not meeting OfSTED criteria of Good or Outstanding	2013/14 & 2014/15	Cherry Hall	All providers achieve Good or Outstanding and can register to deliver funded 2 year old places
Support, advice and challenge to childminders not meeting OfSTED criteria of Good or Outstanding, and also not meeting minimum qualification level 3	2013/14 & 2014/15	Lorraine Collins	All registered childminders achieve Good or Outstanding, and achieve a minimum qualification Level 3 and can register to deliver funded 2 year old places
24. Which service, business or work plan will these actions be included in?	CYP&L		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?			
26. Chief Officers signature.	Signature: Karen Frost		Date: March 2013