

Scoping for Equality Impact



The Council is required to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion of belief
- Sex
- Sexual orientation

The duty also covers marriage and civil partnership¹ but only with regard to eliminating discrimination. And in Wales we also have to treat Welsh and English on an equal basis as well as promoting and facilitating the use of the Welsh language.

Further advice on completing impact assessments can be found on the equalities pages of StaffNet
http://staffnet.valeofglamorgan.gov.uk/corp_cust_services/equalities.aspx

Title and description of the policy, procedure, practice or decision (referred to as "policy" throughout form).	Procurement of Playgroup Provider for new Flying Start setting on Colcot School Site (Gibbonsdown Ward (LSOA 4))
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Who is responsible for developing and implementing the policy?

Name	Amber Constant
Job Title	Flying Start Manager
Division / Directorate	Children & Young People's Service, Social Services

1. Who will be affected by this policy?

Examples may include Vale of Glamorgan residents, internal department(s), a specific group of customers or employees, customers or residents in a specific location.

Please specify:

Vale of Glamorgan residents in the Colcot area [Gibbonsown Ward area (LSOA Gibb 4) and neighbouring Dyfan Ward] – specifically:

- *Preschool children and their families*
- *Expectant mothers*

2. What will be the impact of this policy / decision / practice on people because of their age?

Positive

Negative

Neutral / insignificant

What age groups will the policy impact upon?

Young people (children and young people, up to 18)

People 18- 50

Older people (50+)

All
Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

The provision will enable access to high quality, low cost (free to Flying Start families) childcare to an area considered to be economically deprived.

- This will provide young children with an opportunity to experience a high quality pre-school learning environment, promoting equity of access despite socio-economic differences.*
- This will provide parents/carers with respite and/or opportunities to address issues impacting on their physical and emotional wellbeing, capacity for re-engaging with work/training/education.*

3. What will be the impact of this policy / decision / practice on disabled people?

Positive
Negative
Neutral / insignificant

Which impairment(s)?

Visual
Hearing
Physical disability
Learning disability
Mental health condition
All
Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

The provision of low cost, high quality childcare will be within a purpose built facility which meets current DLA requirements. Flying Start ensures that all children have their Additional Learning Needs addressed, and work inclusively with parents/carers to provide support/signposting as relevant to their needs in relation to promoting parental capacity.

4. What will be the impact of this policy / decision / practice on different genders?

Positive

Will the impact be on:

Negative	<input type="checkbox"/>
Neutral / insignificant	<input type="checkbox"/>
Men	▪
Women	▪

Reasons for your decision (including evidence) / How might it impact?

As outlined in section 3 Flying Start endeavours to work inclusively with parents/carers to provide support/signposting as relevant to their needs in relation to promoting parental capacity. This is needs led and therefore should address any relevant gender issues.

5. What will be the impact of this policy / decision / practice on trans people?

Positive	<input type="checkbox"/>
Negative	<input type="checkbox"/>
Neutral / insignificant	▪

Reasons for your decision (including evidence) / How might it impact?

As outlined in section 3 Flying Start endeavours to work inclusively with parents/carers to provide support/signposting as relevant to their needs in relation to promoting parental capacity. This is needs led and therefore should address any relevant issues.

6. What will be the impact of this policy / decision / practice on marital status and civil partnership? (¹ see note on page 1)

Positive	<input type="checkbox"/>
Negative	<input type="checkbox"/>
Neutral / insignificant	▪

Reasons for your decision (including evidence) / How might it impact?

As outlined in section 3 Flying Start endeavours to work inclusively with parents/carers to provide support/signposting as relevant to their needs in relation to promoting parental capacity. This is needs led and therefore should address any relevant issues

7. What will be the impact of this policy / decision / practice on pregnancy and/or maternity?

Positive	▪
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Negative
 Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

The provision will enable access to high quality, low cost (free to Flying Start families) childcare to an area considered to be economically deprived.

- This will provide expectant parents with preschool children respite and opportunities to address issues impacting on their physical and emotional wellbeing etc*
- The setting will be an access point for signposting and engaging in wider Flying Start services including antenatal and post natal support.*

8. What will be the impact of this policy / decision / practice on different groups because of their race?

Positive
 Negative
 Neutral / insignificant

Please indicate groups that may be affected:

Ethnic minorities
 Nationalities
 Asylum seekers / refugees
 Gypsies / Travellers
 All
 Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

Flying Start engages with all families residing within a defined geographical area and offers needs led support in relation promoting a 'flying start' in life for young children. The service can call on support services with regard to translation, and works in partnership to signpost families to relevant agencies to promote access to relevant support services/ advice & guidance.

9. What will be the impact of this policy / decision / practice on different groups because of their religion, belief or non-belief?

Positive
 Negative
 Neutral / insignificant

Please indicate groups that may be affected:

- Religious group(s)
(please specify) _____
- Belief (e.g. Humanism)
(please specify) _____
- Non-belief
(please specify) _____
- All

Reasons for your decision (including evidence) / How might it impact?

Flying Start engages with all families residing within a defined geographical area and offers needs led support in relation promoting a 'flying start' in life for young children, working in partnership with families to signpost families to relevant agencies to promote access to relevant support services/ advice & guidance.

10. What will be the impact of this policy / decision / practice on different groups because of their sexual orientation?

- Positive
- Negative
- Neutral / insignificant

Please indicate groups that may be affected:

- Gay men
- Lesbians
- Bisexuals
- All
- Other (please specify) _____

Reasons for your decision (including evidence) / How might it impact?

Flying Start engages with all families residing within a defined geographical area and offers needs led support in relation promoting a 'flying start' in life for young children, working in partnership with families to signpost families to relevant agencies to promote access to relevant support services/ advice & guidance.

11. What will be the impact of this policy / decision / practice on the Welsh language?

Positive

Negative

Neutral / insignificant

Reasons for your decision (including evidence) / How might it impact?

Flying Start settings must promote the Welsh Language through the practice of using 'incidental Welsh' within an English medium provision. Should Welsh medium be the preferred option Flying Start would look to commission relevant provision from another source. There are two independent settings providing childcare through the medium of Welsh within 'pram pushing' distance and a further setting, managed directly by Flying Start within a short car journey.

12. If you have identified any positive or negative impact (other than negligible) upon any protected characteristic groups or individuals then you must complete a full impact assessment.

Is a full equality impact assessment required

Yes

13. Authorisation

This form must be authorised by the relevant Head of Service or Operational Manager.

Approved by (name)	Rachel Evans
Job Title	Head of Children and Young people Services
Date	4 th February 2015



Signature _____

On completion of this form send a signed copy and an electronic copy to the Equalities Section: tsgreaves@valeofglamorgan.gov.uk. For support, ring: 01446 709446