

## Equality Impact Assessment

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 partnership 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 StaffNet

[http://staffnet.valeofglamorgan.gov.uk/corp\\_cust\\_services/equalities/equalities\\_policies\\_guidance/equality\\_impact\\_assessments.aspx](http://staffnet.valeofglamorgan.gov.uk/corp_cust_services/equalities/equalities_policies_guidance/equality_impact_assessments.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
Directorate	Children & Young People’s Service
Division	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. Does the policy relate to an area where there are known inequalities (for example, disabled peoples' access to public transport; the gender pay gap; racist or homophobic bullying in schools; the educational attainment of Gypsies and Travellers)?

Yes  No

Please detail:

3. Decisions must be based on robust evidence. Please detail the evidence that you have used to inform your assessment. What evidence do you have about how your service is used? What was the strength of the evidence and did you identify any gaps? Did the evidence identify any barriers to services, or different needs and priorities for protected characteristic groups? If the evidence was weak or gaps were identified, what action have you taken to address this?

The Gibbonsdown 4 ward (a Flying Start area since September 2014) is within the ten highest LSOA areas of deprivation in the Vale of Glamorgan and has a high number of income benefit dependent residents within it. The proportion of children aged 0-3 living in an income deprived household in Gibbonsdown 4 was recorded as 60% in 2013 (rising from 44% in 2011). By comparison the proportion of children aged 0-3 living in an income deprived household in the neighbouring Dyfan 2 ward was recorded as 37% in 2013 (rising from 24% in 2011). \*Source: Government Income Benefit Data October 2013

The Flying Start expansion area was identified through the aggregation of Income Benefit data together with local data including levels of Free School Meals and referrals to Children's Services and approved by the Flying Start Management Board which has representatives from health, education, social services and the voluntary sector.

The Flying Start grant requires the local authority to provide free quality childcare to all eligible children (residing within a designated Flying Start area) for three terms commencing the term following their second birthday. This childcare is for 5 sessions x 2.5hrs, 39 weeks of the year.

The above identifies that the level of deprivation / need for low cost preschool childcare in the area exists across the wider 'Colcot'. To enable sustainable childcare it is proposed that the new Flying Start setting is tendered out so that the successful provider would be able to offer a wider service than that prescribed above – the cost would be low as the provider would not be paying rental or amenities for the

premises and the contract would ensure funding for a minimum of 4 childcare staff. Local employment would be encouraged.

4. There is a legal duty to consult and involve people and organisations representing the protected characteristics where it is identified that they are potentially affected by the policy (for example men; women; parents; carers; the black and minority ethnic community (including asylum seekers, refugees, economic migrants); disabled people; the Welsh speaking community; the lesbian, gay and bisexual community; transgender people; different faith groups; etc.)

Please detail engagement activities that have taken place – internally and externally:

Parents within the Gibbonsdown 4 LSOA were consulted in 2014 as to their preferred geographical location for childcare.

Other stakeholders have been consulted with regard the development of the scheme, initially with regard to the capital element of building the Colcot Setting including: Coastlands Church and Colcot Primary School.

A cabinet report has been distributed prior to hearing, including a briefing document to local councillors.

5. Will this policy have a significant effect on how services are delivered?

Yes

Please detail:

It is essential that the Local Authority/ Flying Start programme engages with partners to enable wider access to low cost, high quality childcare provision in areas of high deprivation. The FS grant itself precludes funding for wider geographical areas and is significantly restricted with regard provision outside the 2-3 year element. It is recognised that by providing a good quality venue and set number of commissioned places it will enable an external provider to broaden the provision to meet local needs.

6. Will this policy have a significant effect on how other organisations operate?

Yes

Please detail:

Currently there is provision within the area provided by a local voluntary organisation but it has limited resources and with no access to additional revenue there are sustainability issues. This agency is not in a position to meet total additional requirements of Flying Start.

7. Will the policy impact upon other policies or practices?

Yes

Please detail:

This policy will impact positively upon the Local Authority's ability to meet need identified within the Childcare Sufficiency Plan. This policy will contribute to the Local Authority's Tackling Poverty agenda by enabling greater provision of low cost, high quality childcare to an area where people are being encouraged back into employment/education/training.

8. Have you identified any evidence that the policy could directly or indirectly discriminate against or have an adverse impact on people in any of the protected groups? If 'Yes', what do you intend to do to mitigate against this?

Yes  No

If you do not intend to mitigate against any identified adverse impact please provide justification.

Please detail:

None identified

9. What can be done further to promote equality of opportunity by altering the policy?

Please detail, including opportunities to promote good relations and community cohesion:

The provision will be set within a new Flying Start Capital funded building. During school term times in the afternoon sessions the building will be utilised by a number of agencies including Communities First, Families First, Vale Adult Education, Cardiff and Vale UHB to run sessions for young families with onsite crèche. These activities will focus on broad health promotion, essential skills, promoting the importance of play etc. These activities will be targeting young parents, expectant mothers, fathers, wider family networks – the aim is to encourage cohesive communities, empowering families to increase their local support networks.

10. Has the assessment identified the need for future monitoring? If so, what monitoring do you intend to conduct? (for example the number of disabled people using your service as a proportion of the general population)

Please detail:

The Termly Monitoring of Flying Start for Welsh Government for the childcare element already includes:

Number of offers of childcare to children from minority ethnic families

Number of offers to children from families where Welsh is the first language

Number of offers to children from families where Welsh and English is not the first language

Number of offers to children with a disabled parent/carer

Number of offers to children with a disability.

11. How often will you analyse and report upon this data, and where will it be reported?

Please detail:

This data is reported termly to Welsh Government in accordance with the terms of the Flying Start grant.

The data is also reported to the Flying Star/Families First Management Board and included as requested in overarching strategies.

12. How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, producing information in accessible formats, etc.)?

Please detail:

All Flying Start information is published in bilingually in English/ Welsh.

13. Any recommendations for action that you plan to take as a result of this impact assessment (listed in the sections above) should be included in your Team Plan or Departmental Service Plan.

Please detail those actions and where they will be placed:

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14. An equality impact assessment may have four possible outcomes, though more than one may apply to a single policy. Please indicate the relevant outcome(s) of the impact assessment below.

Please tick as appropriate:

**No major change** – the impact assessment demonstrated that the policy was robust; there was no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

**Adjust the policy** – the impact assessment identified potential problems or missed opportunities. The policy was adjusted to remove barriers or better promote equality.

**Continue the policy** – the impact assessment identified the potential for adverse impact or missed opportunities to promote equality. The justification(s) for continuing with it have been clearly set out. (The justification must be included in the impact assessment and must be in line with the duty to have due regard. Compelling reasons will be needed for the most important relevant policies.)

**Stop and remove the policy** – the impact assessment identified actual or potential unlawful discrimination. The policy was stopped and removed, or changed.

15. Authorisation

This equality impact assessment must be authorised by the relevant Head of Service or Operational Manager.

Approved by (name)	
Job Title	
Date	

Signature \_\_\_\_\_

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