

## 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)

<p>Title and description of the policy, procedure, practice or decision (referred to as “policy” throughout form).</p>	<p>Revise the support and assistance offered to Childcare providers in the Vale of Glamorgan.</p> <p>The duty on the Local Authority within the Childcare Act 2006 is to ensure there is sufficient childcare available in the area for working parents and those in training or education. Whilst the Local Authority is not expected to provide the childcare as a direct service, the role is to encourage the local childcare market. This is achieved through the provision of support to childcare providers and potential childcare providers.</p>
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Who is responsible for developing and implementing the policy?

Name	Mark Davies	Debbie Maule
Job Title	CYPP Manager	Children’s Partnership Co-ordinator
Directorate	Customer & Corporate Services	
Division	Corporate Partnership	

**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:**

Voluntary Organisations i.e. Wales PPA, Clybiau Plant Cymru but possible providers of childcare services due to the removal of support offered by the Voluntary Organisations.

Whilst the new policy will see the removal of 3 separate contracts to Wales Pre-school Providers Association, Clybiau Plant Cymru

Kids' Clubs & Mudiad Meithrin to deliver a range of services, we will be monitoring its impact on childcare providers through other sources including additional calls to the Family Information Service, Care & Social Services Inspectorate for Wales (CSSIW), Vale of Glamorgan Contact Centre and the Early Years Development & Childcare Partnership.

**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 **X**      No

**Please detail:**

Yes. Childcare services to children accessing Welsh language provision. Although, the organisation contract would cease, the nature of the work and support to the children & families would not alter because they have said they would continue to fund this through existing resources.

**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?**

Welsh Government Children and Families Organisation Grant is undergoing major changes and the implications of this are unknown. A more cohesive approach is being sought by them.

Many other Local Authorities in Wales have revised the way in which they offer services to their childcare providers to improve quality of delivery whilst increase value for money.

In order to see the impact, if any, on childcare providers, it will be necessary to monitor any calls/e-mail queries that may arrive within the Local Authority. The Family Information Service previously updates childcare providers on grants available, training opportunities events etc which will continue as normal.

A full Childcare Sufficiency Assessment for 2013-14 has now been completed (April 2014) and through consultation with parents/carers and childcare providers, we know that the Local authority will need to re-prioritise how it supports childcare in the Vale. These include:

- Supporting existing childminders with marketing and business support – **a dedicated Childminding Network Facilitator is available to offer support to all existing and new childcare providers if needed.**
- Increase opportunities to childcare providers to attend both National Qualifications and other training opportunities – **a new on-line training system was introduced in April 2014 which includes opportunities to attend legal and regulatory training, continuous professional development and information on accessing National Qualifications.**
- Research in more depth the need for additional out of school provision inc weekends and a-typical hours in identified areas – **meetings have been set up with Menter Bro Morgannwg to look at the demand for Welsh medium provision and we will continue to work in partnership with other organisations.**
- Work with existing childcare providers as regards to providing care for children – **this work will continue as usual.**

**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:**

A meeting with 4 organisations (Wales PPA, Mudiad Meithrin, Clybiau Plant Cymru and National Childminding Association (NCMA) – (NCMA took the decision to disband their service delivery model and change their name to PACEY) took place in May 2012 to discuss current services delivered by individual organisations, how they could work more collaboratively and the way forward. An in-depth discussion took place around these areas with long debates on if all organisations merged to deliver a service it would more likely end costing more which may not deliver a service we would want. Due to the change in their service delivery, PACEY removed themselves from providing support to the Vale of Glamorgan.

After the meeting, the organisations were asked to complete a report which looked at any joint working arrangements they currently had

with other organisations, the business support they offered, additional funding received via other sources, making savings and where these savings would likely come from etc. There was little response received from the organisations but one organisation did make comments via a different source, around changing their direction of work by looking to support other areas of childcare.

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

Yes    No **X**

**Please detail:**

We do not envisage that removing the 3 separate organisations will have a significant effect on how services are delivered to childcare providers (NCMA chose to revise the support that they provided to child minders in December 2012 so are no longer considered within this scenario).

One of the organisations, Mudiad Meithrin has informed us that they will continue to employ a Development Officer through their core hours to support Welsh Medium childcare provision in the County.

We will continue working in partnership with the organisations and we anticipate those childcare providers who have paid membership with an individual organisation will still receive support from them.

Our Family Information Service already have a database in place that records numbers of calls to their service for information/advice which will continue, so we can monitor any increase in calls.

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

Yes     No **X**

**Please detail:**

These organisations do receive other sources of income that include a Child & Family Organisation Grant (CFOG) from the Welsh Government along with other income gained via successful applications for funding to support their organisation. Feedback from the consultation in 2012 gave no indication that the removal of the support would have an adverse impact on their services.

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

Yes  No

Please detail:

We do not envisage that this will have a huge impact on the way support is delivered to childcare providers but monitoring over the next 6 months will give us a clearer indication.

However, on a less positive side the new way of working may reduce contribution to local partnership meetings. This will be monitored.

**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:

Welsh language continuing without this funding – the provider has indicated that their support to members will continue under existing resources.

**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 Local Authority will continue to work with the providers through the EYDCP to support and increase the levels of support and services offered to childcare providers in the Vale of Glamorgan.

The 3 current organisations receive funding via the Welsh Government Child & Family Organisational Grant (CFOG) to support their service area within the Vale of Glamorgan – there is a review currently being undertaken by Welsh Government on this grant.

**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:**

FIS and Children's Partnership coordinator will continue to monitor enquires to the LA to assess calls and queries that may or would have been picked up by the current providers. This will be assessed on an ongoing basis.

Questions will be inserted into the Childcare Sufficiency Assessment refresh to gain further feedback from organisations & childcare settings. In January 2014 we will run a number of focus group sessions to assess impact.

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

**Please detail:**

Monitoring & reporting will take place initially over the next 6 months to see the impact. If we identify any negative impact, this will be discussed in the Early Years Development and Childcare Partnership and the needs considered.

**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:**

The Childcare Sufficiency Assessment full report is carried out every 3 years and is updated annually which will contain all relevant information and is available for public view. An action plan is developed from the gaps analysis and is then forwarded to the Welsh Government, Cabinet, on the Local Authority website and all interested parties.

**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:**

The following will be incorporated into the Community Strategy Feedback

1. Offer childcare settings business support.
2. Deliver a comprehensive training programme of legal & regulatory, Continuous professional development and National Qualifications.
3. Deliver and apply for grants.
4. Increase quality of provision.

**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)	Rachel Evans
Job Title	Head of Children and Young People Services
Date	29 05 14



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