

## EqlA – Childcare Sufficiency Assessment (CSA)

*Assessing impact on equality is a process which develops along with your policy. You must complete the table below to ensure that the EqlA process can be tracked.*

Version number	1
Date last reviewed:	19 <sup>th</sup> September 2018
Approved by:	Adrian May, Corporate Governance Manager
Date approved:	20 <sup>th</sup> September 2018
Next review date:	September 2019
Saved as:	CSA EqlA

### 1. Management of the EqlA

This EqlA is managed by Richard Soane, Planning and Review Manager, Best Start in Life

### 2. Identification of policy aims, objectives and purpose

The Childcare Act 2006 gives local authorities a key role in shaping the childcare market in their area. Working with providers from the private, voluntary, independent and maintained sectors, the local authority will look to create a strong, sustainable and diverse childcare market that meets the needs of parents. It focuses in particular on sufficient, sustainable and flexible childcare that is responsive to parents' needs.

Section 6 of the 2006 Act gives local authorities a duty of securing, so far as is reasonably practicable, that the provision of childcare (whether or not by them) is sufficient to meet the requirements of parents in their area in order to enable them to:

- (a) Take up, or remain in, work, or
- (b) Undertake education or training which could reasonably be expected to assist them to obtain work.

Section 7 gives them a related duty to secure free early years provision for pre-school children of a prescribed age.

Section 11 of the 2006 Act places a duty on local authorities to undertake a Childcare Sufficiency Assessment (CSA).

The Education Act 2011 gives parents of disadvantaged two year olds a new right to free early year's education and care.

To secure sufficient childcare places, local authority should take into account what is 'reasonably practicable' when assessing what sufficient childcare means in their area and:

- The state of the local childcare market; including the demand for a specific type of provider in a particular locality and the amount and type of supply that currently exists;
- The state of the labour market
- The quality and capacity of childcare providers and childminders registered with a childminder agency, including their funding, staff, premises, experience and expertise
- Encourage schools in their area to offer out of hours childcare from 8.00am to 6.00pm
- Encourage existing providers to expand their provision and new providers to enter the local childcare market.
- Report annually to Elected Council Members on how they are meeting their duty to secure sufficient childcare, and make this report available and accessible to parents.

### **3. Scope / focus of the EqIA**

The policy objective is to ensure that there are sufficient childcare places to enable parents and carers to:

- a) Take up, or remain in, work, or
- b) Undertake education or training which could reasonably be expected to assist them to obtain work.

To ensure that there are sufficient places to meet the demand for funded 2, 3 and 4 year olds, including the extended 30hours for some 3 and 4 year olds.

All 3 and 4 year olds are entitled to 15 hours of free early education. However, some 2 year olds are entitled to free 15 hours and some 3 and 4 year olds are entitled to 30hrs free early education subject to specific criteria.

Protected characteristic	Assessment of relevance	If low you must provide evidence
Class or socio-economic disadvantage	High	Not applicable
Age	High	Not applicable
Disability	High	Not applicable
Pregnancy and maternity	Medium	Not applicable
Ethnicity	Medium	Not applicable
Religion / belief	Low	None of the funding entitlements, or eligibility criteria discriminate on the grounds of religion and belief
Gender	High	Not applicable
Sexual orientation	Low	None of the funding entitlements or eligibility criteria, discriminate on the grounds of sexual orientation
Transgender	Low	None of the funding entitlements or eligibility criteria discriminate on the grounds of transgender

#### 4. Relevant data, research and consultation

- GLA Population Projections central trend July 2017
- DfE Early Years Census 2017
- Ofsted Data View Dec 2017
- CEEDA Counting the cost of childcare delivery in Newham 2017
- Newham childcare provider survey 2018
- Newham parent survey 2018
- Newham Early Years Agreement declarations 2018
- Newham provider portal childview records
- Department for Work and Pensions 2 Year old eligibility data 2018
- Family and Childcare Trust national childcare survey 2018

## 5. **Assessment of Impact and outcomes**

You will need evidence to support the assessment of impact for your EqIA to be robust. You do **not** have to think of every possible way a policy or service might conceivably impact on a protected group. You **do** need to make an informed decision on likely impacts positive or negative for each protected group to which you have decided the policy is relevant in section 3. The amount of evidence and the breadth of consideration should directly relate to the likely severity of the impact. For example a policy to change the criteria for eligibility to adult social care services could potentially have a severe impact on disabled people and will require substantial evidence including consultation with disabled people and thorough consideration of mitigations including the feasibility of alternative policies.

The Childcare Sufficiency Report is based on statutory guidance which states that specific reference to childcare is available to meet the needs of:

Disabled children; children from families in receipt of the childcare element of Working Tax Credit or Universal Credit; children aged two, three and four taking up early education places; school age children; and children needing holiday care.

With regards to the two year old offer, the free entitlement to early education has been designed to improve the development and educational attainment of disadvantaged two year olds.

The policy is likely to have a positive impact on inequalities by:

- Ensuring that there is sufficient childcare to meet the needs of working parents/carers and those who wish to undertake education or training which supports them into work.
- Improving opportunities for families from disadvantaged communities, to enter employment.
- Improving the capacity and quality of early education and childcare provision in deprived areas, creating employment opportunities for communities in those areas.
- Improving the outcomes in learning and development for children from disadvantaged groups, narrowing the achievement gap in those identified as vulnerable

Protected characteristics	Issues taken from evidence	Judgement (positive / negative)	Recommendations (included in the CSA Action plan)
Class / socio-economic disadvantage	<p>The 2 year offer is designed to support the positive outcomes for children from low socio-economic groups. In Spring 2018 there were 2,377 children eligible. There is still a low uptake of this entitlement 56%. The CSA action plan identifies promotion and outreach activities to grow take up and also steps to increase places availability in specific wards.</p>	Positive	<p>The objective of the CSA is to increase uptake across all groups, including in relation to those where age is a factor. The CSA seeks to achieve this through the following commitments and actions to:</p> <ul style="list-style-type: none"> <li>Through the GLA Hub Project to investigate barriers to uptake.</li> <li>Continue the Early Education Practitioner (EEP) role to promote scheme.</li> <li>Refresh communications plan to improve messaging</li> <li>A parent champions programme.</li> <li>Support health visitors, workplace, and job centre plus to raise awareness of the scheme with parents.</li> <li>Work with new and existing providers to grow places in wards with lower place availability.</li> </ul>
Age	<p>The report covers childcare needs for all pre-school and school age children and funded early education places for 2.3 and 4 year olds. Taken overall there are enough places for families, with unused capacity available. Some wards have less places for their resident child population. Where this is the case the CSA action plan has identified steps to support place development to meet parental needs.</p> <p>Accessing free early education and childcare has proven to narrow the achievement gap for Summer born</p>	Positive	<p>The objective of the CSA is to increase uptake across all groups, including in relation to those where age is a factor. The CSA seeks to achieve this through the following commitments and actions to:</p> <ul style="list-style-type: none"> <li>Share findings of the CSA with new and existing childcare providers.</li> <li>Continue to promote funded schemes.</li> <li>Raise awareness of help available with childcare costs</li> <li>Continue to monitor and track outcomes for children</li> <li>Moderate and monitor tracking.</li> <li>Continue to improve quality of provision.</li> <li>Work with new and existing providers to grow places in wards with lower place availability.</li> </ul>

	children.		
Disability	<p>Latest estimates of children in Newham aged 0-15 with either a long term health problem or disability is 2,486. Provision for disabled children is provided by mainstream childcare settings and through a number of specialist services. The LA has a SEND hub which supports provision delivered in private, maintained and voluntary organisations. A new inclusion fund has been set up to support providers offering places to SEND children aged 3 or 4. For some parents obtaining information on what is available is an issue.</p>	Positive	<p>The objective of the CSA is to increase uptake across all groups, including disabled groups. The CSA seeks to achieve this through the following commitments and actions to:</p> <ul style="list-style-type: none"> <li>Continue to resource and support SEND hub</li> <li>Manage and monitor inclusion fund scheme</li> <li>Launch new “Local Offer” website.</li> <li>Progress and improve data collection for the disabled children’s register.</li> </ul>
Pregnancy and Maternity	<p>Greater access for children aged 2 to early education will improve access to Children’s Centres and Health professionals. In turn, further pregnancies may be better monitored, and messages on healthy pregnancy more easily targeted.</p>	Positive	<p>The objective of the CSA is to increase uptake across all groups, including those where pregnancy and maternity is a factor. The CSA seeks to achieve this through the following commitments and actions to:</p> <ul style="list-style-type: none"> <li>Continue to imbed 2 year integrated review.</li> <li>Continue to develop health links through more partnership working.</li> </ul>
Ethnicity	<p>Ethnic group projections for 2018 show that the largest ethnic group in Newham is Asian, accounting for 45.6% of residents, followed by White 27.4%, Black 18%, mixed/multiple ethnic groups 4.9% and other ethnic groups 4%. There is some evidence that take up of formal childcare</p>	Positive	<p>The objective of the CSA is to increase uptake across all groups, including in relation to ethnicity. The CSA seeks to achieve this through the following commitments and actions to:</p> <ul style="list-style-type: none"> <li>Appropriate messaging</li> <li>Raising awareness of childcare options through refreshed marketing and outreach activities</li> </ul>

	<p>is lower from non-White British households, and those where English is an additional language.</p> <p>Accessing the funded early education entitlement has proven to narrow the achievement gap for children from disadvantaged backgrounds. Take up of the 2 year offer is lower in these communities.</p>		<p>Parent champion scheme to focus support for targeted groups EEPs to engage with community groups to share messages and promote scheme Ensuring greater capacity to meet parental needs in some identified areas.</p>
Religion / Belief	No disproportionate impact is anticipated	Neutral	
Gender	<p>There remains a significant difference in the employment rate for men (80% and women (56.8%). Childcare for parents, and particularly women, supports employment.</p> <p>Accessing FEEE has proven to narrow the achievement gap for boys.</p>	Positive	<p>The objective of the CSA is to increase uptake across all groups, including in relation to gender. The CSA seeks to achieve this through the following commitments and actions to:</p> <ul style="list-style-type: none"> <li>Continue to promote funded hours schemes to parents and those organisations supporting employment.</li> <li>Raise awareness of new tax free childcare scheme</li> <li>Promote Government websites with information on childcare choices and childcare cost calculations.</li> <li>Continue to monitor and track outcomes for children</li> <li>Moderate and monitor tracking</li> <li>Continue to improve quality of provision</li> </ul>
Sexual Orientation	No disproportionate impact is anticipated.	Neutral	
Transgender	No disproportionate impact is anticipated.	Neutral	

6. **Formal agreement**
  - a. Agreed by Adrian May, Corporate Governance Manager
7. **Publication of results**
  - a. Date EqIA published on Council website (full or summary version)
8. **Monitoring and review**
  - a. The Childcare Sufficiency Assessment will be refreshed after one year.