



Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Carol Fenlon

Email address: carolfenlon@wirral.gov.uk

Head of Section: Elizabeth Hartley, Assistant Director

Chief Officer: Paul Boyce, Director for Children, Families and Education

Directorate: Children, Families and Education

Date: 11th March 2021

Section 2:

Early years sufficiency and covid19 response

Section 2a: Will this EIA be submitted to a Committee meeting?

Yes

If 'yes' please state which meeting and what date

**Children, Young People and Education Committee: Thursday 11th
March 20210.....**

Hyperlink to where your EIA is/will be published on the Council's website

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

Services

The workforce

x **Communities**

x **Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

None (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
All	<p>The Childcare Sufficiency Assessment is aimed at parents on Wirral who through training/employment or eligibility of free early years entitlement may require information on the childcare market, taking into account parental occupation, low levels of income, worklessness. In addition, educational attainment of the workforce and social status in the community.</p> <p>Wirral's Childcare Providers apply the Early Years Foundation Stage (EYFS) which sets the standards that all childcare providers must meet to ensure that children learn and develop and are kept healthy and safe. It covers the first stage of a child's care, learning and development, from birth to 5 years old. Equality/Inclusion is embedded through EYFS,</p>	Positive.	Carol Fenlon Head of Service Early Childhood Services	Annual	Data submission by childcare providers. Data collection and analysis by Council's Early Years Team.

	under the Equality Act 2010.				
Disability	Providers of early years education, that is all early year's providers in the maintained, private, voluntary and independent sectors that a local authority funds, are required to have regard to the SEND Code of Practice (2015)	Positive	Penny Bishop SEND Early Years Manager	Annual	Wirral's Early Years SEND team to audit setting practice with regards to compliance on this statutory duty.
Gender reassignment	The CSA does not particularly impact on residents undergoing gender re-assignment in either a positive or negative way.	Positive	Lead Professional	As per lead professional involvement.	
Pregnancy	The mixed economy of childcare provision, domestic/nondomestic, along with the flexibility of opening hours and application of take up of funded hours is positive for expectant and new parents seeking childcare.	Positive	Lead Professional	As per lead professional involvement.	
Race	The CSA and provision of childcare on Wirral does not have an adverse impact on race equality considerations. Wirral's Childcare Providers will ensure environments accessible to children and families reflect the community in which they live and the wider images of the diverse communities.	Positive	Lead Professionals	As per lead professional involvement.	

Religion or belief	<p>There is no bearing within the Childcare Sufficiency Assessment on religion or belief.</p> <p>Wirral's Childcare Providers will celebrate diverse events throughout a calendar year to build under 5's knowledge of the world around them.</p>	Positive	Lead Professionals	As per lead professional involvement.	
Sex	The Childcare Sufficiency Assessment does not differentiate between males and females.	Positive	Lead Professionals	As per lead professional involvement.	
Sexual orientation	<p>The Childcare Sufficiency Assessment does not differentiate between sexual orientation.</p> <p>The underlying principles of the Early Years Foundation Stage Profile is to give access to all learning activities based on a child's individual interests and preferences and not to lead or direct.</p>	Positive	Lead Professionals	As per lead professional involvement.	
All	Recognise that CSA and the associated actions will be needed in other languages and formats.	<p>Negative</p> <p>We will provide information in different languages and formats upon request and within a reasonable timeframe – this covers information to providers, partners and users of the service</p>	<p>Carol Fenlon</p> <p>Head of Service Early Childhood Services</p>	As requested or required.	<p>Translation services/publications services and Procurement</p>

Section 4a: Where and how will the above actions be monitored?

Factors identified relevant to the EIA will be monitored by Wirral's Early Years Team and reported to Head of Service.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

Section 5: What research / data / information have you used in support of this process?

Data from NOMIS mid -2017/2018
Equality Act 2010.
SEND Code of Practice 2015
Early years foundation stage (EYFS) statutory framework 2017
Parental Survey's Completed 2019/20
Wirral's Provider data submissions

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes / No – (please delete as appropriate)

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why: Please refer to section 5.

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

As per section 5.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting

it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**