

October 2013

APPENDIX TWO
KENT COUNTY COUNCIL
EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)

Directorate: Education Learning and Skills

Name of policy, procedure, project or service:
Early Years and Childcare Strategy 2014-17

What is being assessed?
The impact of the proposed Strategy

Responsible Owner/ Senior Officer:
Alex Gamby, Head of Early Years and Childcare

Date of Initial Screening:
17 September 2013

Date of Full EqIA:
21 October 2013

Version	Author	Date	Comment
1	Debbie Henderson	17 September 2013	
2	Debbie Henderson	18 December 2013	Amendments made following feedback from Diversity Team
3	Debbie Henderson	19 December 2013	Further amendments made following feedback from Diversity Team
4	Debbie Henderson	20 December 2013	Final version agreed following discussion with Head of Service

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Screening Grid

Characteristic	Could this policy, procedure, project or service, or any proposed changes to it, affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative	Internal action must be included in Action Plan	If yes you must provide detail
Age	No	Low	None	a) No b) No	Yes. The Strategy promotes and supports diversity within the Early Years and Childcare workforce. We are seeing a small % decrease of 'paid Setting Leaders' in the 40-59 and 60+ age groups and an increase in the 16-24 and 25-29 age groups. This spread across the age ranges has a positive impact on young children's views and values as they grow up. We are targeting Bursary funding for Qualifications at the over 24 age range as under 24s can access apprenticeship funding. This should ensure that the service is age appropriate to meet the needs of all parents/carers/grandparents.
Disability	No	Low	None	a) No b) No	Yes. The Strategy promotes and supports diversity within the Early Years and Childcare workforce to provide opportunities for adults with a disability to work with young children. This has a positive impact on young children's views and values as they

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					<p>grow up.</p> <p>Providers have a statutory duty to have policies in place which meet the requirements of the Equalities Act for staff and the children and families they serve.</p> <p>SEND training for staff in early years and childcare settings covers all aspects of the Equalities Act to ensure the setting meets the needs of the children and families it serves.</p> <p>The Strategy proposes delivering an intensive programme of support for all providers to support the narrowing of gaps in achievement.</p> <p>All children and young people aged 0-14 (and up to 18 where they have a disability and/or special educational needs and/or are in the care of the LA) and their families are included in the Strategy.</p>
Gender	<p>Yes</p> <p>98% of the Early Years and Childcare workforce is women. This Strategy could be seen to be less favourable towards men.</p>	Low	Low	<p>a) A proactive approach is being taken to address the gender imbalance. Local data indicates that the proportion of men working in any early years and childcare provision is slightly higher in the top 30% areas of deprivation (2%) compared with 1.8% elsewhere. The majority of men working in the sector (59%) do not hold a recognised early years' qualification. 21% hold a Level 3</p>	<p>Yes. The Strategy promotes and supports diversity within the Early Years and Childcare workforce and believes that men provide positive role models for young children especially those from single parent families. Encouraging more men into the sector depicts men in a positive light in the care and upbringing of children and young people.</p>

				<p>and 12% a Foundation Degree or above. A three-year plan will be developed to encourage more men into the sector and to support existing workers to gain recognised and relevant qualifications.</p> <p>b) No</p>	<p>Within settings individual children are tracked to ensure they make a good level of development. Interventions include support to narrow gaps in achievement between boys and girls.</p> <p>All settings encourage parental involvement in their child's learning and development. Fathers are included as a key group to ensure Children are not disadvantaged in any way.</p>
Gender identity	No	Low	None	<p>a) No</p> <p>b) No</p>	<p>Yes. The Strategy promotes and supports diversity within the Early Years and Childcare workforce which has a positive impact on the views and values of young people as they grow up.</p> <p>Equalities Act training ensures that parents/carers aren't discriminated against due to their gender.</p>
Race	<p>Yes</p> <p>Ethnic diversity is significantly underrepresented within the workforce. This Strategy could be seen to be less favourable towards race equality.</p>	Low	Low	<p>a) A proactive approach is being taken to address diversity. 95% of workers in the field of early years and childcare are white British. Although data is showing an increase in mixed Asian and Indian races we are below the national average of 8% for this particular group. A three-year plan will be developed to encourage a more diverse workforce in the sector. Overall the strategy aims to secure and support a workforce which is representative of the people it serves.</p>	<p>Yes. The Strategy promotes and supports diversity within the Early Years and Childcare workforce which has a positive impact on the views and values of young people as they grow up.</p> <p>The Strategy supports the wellbeing and involvement of all children including those with English as an additional language and from minority ethnic communities. Setting staff can</p>

				b) No	<p>access training from the Inclusion Support Service.</p> <p>The Early Years Foundation Stage Curriculum requires settings to meet the needs of all children and young people and promotes parental involvement in their child's development.</p> <p>Formal observations and assessments in liaison with parent/carers take place and children are tracked from entry to transition to either another provision or to primary school.</p>
Religion or belief	No	Low	None	<p>a) No</p> <p>b) No</p>	<p>Yes. The Strategy promotes and supports diversity within the Early Years and Childcare workforce which has a positive impact on the views and values of young people as they grow up.</p> <p>Providers have a statutory duty to have policies in place which meet the requirements of the Equalities Act for staff and the children and families they serve.</p> <p>All children and young people aged 0-14 (and up to 18 where they have a disability and/or special educational needs and/or are in the care of the LA) and their families are included in the Strategy.</p>

Sexual orientation	No	Low	None	a) No b) No	<p>Yes. The Strategy promotes and supports diversity within the Early Years and Childcare workforce which has a positive impact on the views and values of young people as they grow up.</p> <p>Providers have a statutory duty to have policies in place which meet the requirements of the Equalities Act for staff and the children and families they serve.</p> <p>All children and young people aged 0-14 (and up to 18 where they have a disability and/or special educational needs and/or are in the care of the LA) and their families are included in the Strategy.</p>
Pregnancy and maternity	No	Low	None	a) No b) No	<p>Yes. The Strategy promotes and supports diversity within the Early Years and Childcare workforce which has a positive impact on the views and values of young people as they grow up.</p> <p>All children and young people aged 0-14 (and up to 18 where they have a disability and/or special educational needs and/or are in the care of the LA) and their families are included in the</p>

					Strategy.
Marriage and Civil Partnerships	No	Low	None	a) No b) No	<p>Yes. The Strategy promotes and supports diversity within the Early Years and Childcare workforce which has a positive impact on the views and values of young people as they grow up.</p> <p>All children and young people aged 0-14 (and up to 18 where they have a disability and/or special educational needs and/or are in the care of the LA) and their families are included in the Strategy.</p>
Carer's responsibilities	No	Low	None	a) No b) No	<p>Yes. The Strategy promotes and supports diversity within the Early Years and Childcare workforce which has a positive impact on the views and values of young people as they grow up.</p> <p>All children and young people aged 0-14 (and up to 18 where they have a disability and/or special educational needs and/or are in the care of the LA) and their families are included in the Strategy.</p>

Part 1: INITIAL SCREENING

Proportionality -

Low	Medium	High
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

State rating & reasons:

Low

The Strategy applies equally across all Kent communities and aims to secure a sufficiency of and access to high quality, universal free Early Education for three and four year olds and increasing numbers of two year olds and childcare for all children and young people aged 0-14 and up to 18 where the young person has a disability and/or special educational needs (SEND) and/or is a Child in Care. It applies to early education and childcare provision of all types – pre-schools, nurseries, nursery classes and Kent’s one nursery school, childminders, before and after school and holiday childcare provision – and across all sectors – maintained, private, voluntary and independent.

Context

National Context

The national context for the Early Years and Childcare Strategy 2014 – 2017 is the Government’s document *More Affordable Childcare*. Published in July 2013, *More Affordable Childcare* sets out the Government’s plans to

- help families to meet the costs of childcare
- increase the amount of affordable provision
- improve the quality of provision
- give parents the right information so they can make informed choices about childcare.

Implications for local authorities include:

- acting as champions for disadvantaged children and their families
- a revised role in quality improvement, focusing on challenging and securing support for early years providers that are judged by OfSTED as ‘requiring improvement’ or being ‘inadequate’
- a continuing role in ensuring a sufficiency of provision.

Local Context

Kent’s Early Years and Childcare Strategy 2014 – 2017 links to the wider context of a range of local priorities and plans that affect families, children and young people, as follows:

- Bold Steps for Kent, Kent County Council's (KCC's) medium term plan
- Facing the Challenge, KCC's plan for transformation in the light of current challenge and pressures
- Bold Steps for Education
- Every Day Matters, KCC's Children and Young People's Strategic Plan 2012-2015
- KCC's Child Poverty Strategy 2013-2016
- KCC's Education, Learning and Skills (ELS) School Improvement Strategy. This includes the provision of advice, support and challenge for the EYFS in schools (nursery and reception) and also for Year 1, to give continuity and progression for learners via effective transition
- The ELS Commissioning Plan, setting out how KCC will ensure there are sufficient places of high quality for all learners, in line with statutory requirements, including early education and childcare
- KCC's SEND Strategy
- Kent's multi agency Early Intervention and Prevention Strategy
- The Children's Centre Strategy 2013-2016, the strategic and operational interface between this and the early years and childcare strategy being crucial
- Health initiatives, including the Health Child Programme, the Health Visitor Implementation Plan 2011-2015 and Family Nurse Partnerships.

The Strategy applies to early education and childcare provision of all types – pre-schools, nurseries, nursery classes and Kent's one nursery school, childminders, before and after school and holiday childcare provision – and across all sectors – maintained, voluntary, private and independent. While the aims of the Strategy apply equally across the full range of providers, the priorities and implementation may vary across different types of providers.

Strategic Aims

The Strategic Aims of the Strategy are:

1. To develop a more integrated approach to early years and childcare provision and services;
2. To ensure better continuity of provision and services across the 0 – 5 age range;
3. To ensure increasing numbers of children are school ready at the end of the Early Years Foundation Stage and make a successful transition to school;
4. To mitigate the effects of poverty, inequality and disadvantage through the provision of high quality early education and childcare, more effective support for parents and narrowing of the early development achievement gaps for the most disadvantaged children;
5. To develop a system wide approach to continuous improvement in early education and childcare provision through more collaborative networks of providers and the use of traded services.

The Strategy will be implemented through a three-year plan.

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Beneficiaries

All children and young people aged 0-14 and young people up to age 18 where they have a disability and/or special educational need and/or are in the care of the Local Authority and the families of all of those children.

Information and Data

The following information and data was taken into account as part of this assessment:

Kent Figures
Childcare Sufficiency Assessment
Annual Provider Survey
Parental Demand Survey

In 2011 the population of Kent by ethnicity was:

All people	1,463,740
White	1,371,102
BME	92,638

In Mid-2012 the population of Kent by gender was:

Males	724,300
Females	755,800
Total	1,480,200

In Mid-2012 the average age of Kent residents was:

All people	40.5
Males	39.4
Females	41.5

The table below is taken from the Parental Demand Survey and shows the ethnicity of service users who responded to the survey.

Table 1: The ethnicity of service users

Ethnicity		2013		2012	
		N	%	N	%
White	British	1897	94.2	1935	96.1
	Irish	12	0.6	13	0.6
	Other White	33	1.6	19	0.9
Mixed	White and Black Caribbean	7	0.3	7	0.3
	White and Black African	8	0.4	1	*
	White and Asian	3	0.1	3	0.1
	Other Mixed	8	0.4	6	0.3
Asian	Indian	21	1.0	14	0.7
	Pakistani	0	0.0	1	*

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	Bangladeshi	1	*	2	0.1
	Other Asian	4	0.2	2	0.1
Black	Caribbean	1	*	3	0.1
	African	5	0.2	2	0.1
	Other Black	2	0.1	1	*
	Chinese	0	0.0	0	0.0
	Other ethnic group	7	0.3	2	0.1
	Rather not say	4	0.2	2	0.1
	Totals	2013	100.0	2013	100.0

Col %

* = less than 0.1%

Gender of Respondents

Given that it was most likely that mothers responded to the survey, it is no surprise that the majority (77.9%) (2012 = 75.9%) of respondents were women with 22.1% (2012 = 24.1%) being men.

Age of Respondents

Given that the respondents were intended to be, in the main, those with the primary caring responsibility of the children in the households, it is perhaps surprising that the average age of respondents is 42.19 years (2012 = 43.09 years). This average is, however, somewhat skewed by the fact that a number of older respondents such as grandparents responded to the survey. In order to give a truer picture of the age profile of respondents, therefore, Table 2 splits the average ages into different categories.

Table 2: Average age of respondents by gender and group

Group	Average age			
	2013		2012	
	Males	Females	Males	Females
Mothers	-	41.0	-	42.0
Fathers	45.0	-	45.7	-
Grandparents	63.4	59.6	66.7	61.5
Others	42.3	50.9	47.8	44.3
All	45.1	41.4	45.8	42.2

Involvement and Engagement

The Strategy will be available for consultation with early education and childcare providers from the maintained, private, voluntary and independent sectors; childminders; schools, through Children's Centres, KCC relevant teams and health commissioners. As per KCC's policy the Strategy will be available in various formats including easy read, and large print or translated into another language to ensure it is accessible to all, on request.

Potential Impact

The Strategy has a potential negative impact for men and minority groups.

98% of the Early Years and Childcare workforce is women. Local data indicates that the proportion of men working in any early years and childcare provision is slightly higher in the top 30% areas of deprivation - 2% - compared with 1.8% elsewhere. The majority of men working in the sector (59%) do not hold a recognised early years' qualification. 21% hold a Level 3 and 12% a Foundation Degree or above.

Ethnic diversity is significantly underrepresented within the workforce. 95% of workers are white British. Although data is showing an increase in mixed Asian and Indian races we are below the national average of 8% for this particular group.

Adverse Impact

We will produce an action plan which will promote and support both men and minority groups to take up a career in childcare. For those who already work in the sector we will provide support and encouragement to gain recognised and relevant qualifications and help them to become positive role models within their particular groups.

Positive Impact

The Strategy aims to provide a vibrant, increasingly diverse and thriving early education and childcare 'market' which is accessible, inclusive and of the highest quality possible and representative of the people it serves. We will monitor and evaluate the impact of the Strategy throughout our three-year plan and make any adjustments necessary to ensure we achieve our long term aims.

JUDGEMENT

Following this initial screening our judgement is that a full impact assessment is required because we have identified a potential negative impact for men and minority groups. In addition, we are going to consult on the new Strategy.

Option 3 – Full Impact Assessment YES

The Strategy is universal and applies equally across all sectors including all groups of protected characteristics. The three-year plan will support improved continuity and progression for all children and young people by reviewing and refreshing current approaches to and practice in relation to transition. The plan will also accelerate the narrowing of gaps in achievement by ensuring that children and young people who may be vulnerable to not achieving their full potential (including those with SEND) have their needs identified as early as possible and that they are supported to achieve their full potential.

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Action Plan

An action plan is being developed to deal with the issues raised in the judgement above.

Monitoring and Review

The plan will be continually monitored and reviewed to ensure that the potential negative impacts are mitigated against.

Equality and Diversity Team Comments

The aims and objectives of the strategy are shown as to bring benefits for the children and their parents/carers. Those using the service were identified as the intended beneficiaries. The full assessment needs to pay particular attention to the potential negative and positive effects on the children, parents and carers the strategy serves.

Training and cultural awareness will be at least as important as recruiting more staff from BME backgrounds, in making sure the service meets the needs of families from diverse cultural backgrounds. It may not be a simple matter of recruiting more staff from BME backgrounds. We should be aiming to secure a workforce which is representative of the people it serves.

Sign Off

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer and DMT Member

Signed: *Alex Gamby*

Job Title: Head of Early Years and Childcare

Date: 20 December 2013

Equality Impact Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
Gender	The Strategy could be seen to be having a negative impact on men as currently 98% of the Early Years and Childcare Workforce is women.		More men working in the Early Years and Childcare Sector	Alex Gamby	2014-17	
Race	Ethnic diversity is significantly underrepresented within the workforce. This Strategy could be seen to be less favourable towards race equality.		A more diverse workforce in the Early Years and Childcare Sector	Alex Gamby	2014-17	