

Equality Impact Assessment Toolkit

(January 2021)

Section 1: Your details

EIA lead Officer: Sarah Harper

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Head of Section: James Backhouse, Assistant Director

Chief Officer: Simone White. Director for Children, Families and

Education Directorate: Children, Families and Education

Date: 31st January 2024

Section 2:

Early years entitlement expansion

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 1st
February 2024.....**

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

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 expansion to childcare entitlements is to support working families and encourage non-working parents into work.</p> <p>The expansion will enable working parents to see a reduction in their costs associated with childcare. This may also reduce the number of families using informal childcare, e.g. extended family or friends.</p> <p>Non-working families will be supported into work removing the barrier of childcare costs associated with working and having young children.</p>	Positive.	Sarah Harper Operations Manager Early Years	Annual	<p>Headcount information identifying number of families taking up the offer</p> <p>Data collection and analysis by Council's Early Years Team.</p>

Disability	<p>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 (2014)</p> <p>This ensures that working families with children with SEND can still access the working families entitlements as long as they meet the eligibility criteria.</p>	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 funding expansion 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 funding expansion is available to families on maternity / paternity leave for older eligible children and then from the term after the child turns 9-months-old which links up to maternity leave ending for most mothers.	Positive	Lead Professional	As per lead professional involvement.	
Race	<p>The early years funding expansion and provision of childcare on Wirral does not have an adverse impact on race equality considerations.</p> <p>Information on the funding entitlement expansion is available in different languages and is being promoted to relevant services.</p> <p>Wirral's Childcare Providers will ensure environments accessible to children and</p>	Positive	Lead Professionals	As per lead professional involvement.	

Religion or belief	<p>There is no bearing within the funding entitlement expansion on religion or belief, other than they may not wish to take up the offer due to their culture / beliefs.</p> <p>Wirral's Childcare Providers will celebrate diverse events throughout a calendar year.</p>	Positive	Lead Professionals	As per lead professional involvement.	
Sex	The Early Years funding expansion does not differentiate between males and females.	Positive	Lead Professionals	As per lead professional involvement.	
Sexual orientation	<p>The Early years funding expansion does not differentiate between sexual orientation.</p> <p>The underlying principles of the Early Years Foundation Stage 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.	
Socio-economic	<p>The Early Years funding expansion is for working families and none working families or families where only one parent is working will not qualify for the entitlement. Missing out on reduction of childcare costs.</p> <p>Children will also potentially miss out on the early years opportunities provided by early years providers.</p>	Negative	Lead Professionals	As per lead professional involvement.	Promote and encourage take up of the two-year-funding entitlement for disadvantaged families. Promote family hub offer.

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 Operations Manager.

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?

Early years entitlements: Local Authority funding operational guide 2024 to 2025
Equality Act 2010.
SEND Code of Practice 2015
Early years foundation stage (EYFS) statutory framework for childminders Jan 2024 / Setting and group based Jan 2024

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

No

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?**