

Equality Analysis Report

Title of activity / Budget Proposal title and number Bedford Borough Early Years Strategy and Childcare Sufficiency Assessment 2018-2021	Committee meeting (decision maker) and date Executive for approval 31.10.18
Service area Early Help- Children Services	Lead officer Wendy Beeton- Townshend, Head of Early Help and Intervention
Approved by Colin Foster, Director of Children Services	Date of approval
Description of activity: All Local Authorities are required to have an Early Years Strategy and Childcare Sufficiency Assessment (CSA) in line with the Childcare Act 2006 and Early Education and Childcare Statutory Guidance for local authorities June 2018. This strategy builds upon the success of the Early Years Strategy 2015-2018 and supports improving outcomes for Bedford Boroughs youngest residents. The overarching ambitions of the Early Years strategy are to: Remove the gap; Broaden participation and Build capacity. The Childcare Sufficiency Assessment aims are to secure sufficient childcare for families in Bedford Borough. This includes nursery education for 0-5 year olds and holiday care, overnight care for older children. Outcomes are measured through the Early Years Reference group and relevant data including EYFS profile data, Ofsted inspection outcomes, JSNA data and % of children accessing their free early education entitlement.	

Please refer to the Equality Analysis Template Notes for guidance on completing this form.

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
5. The activity relates to an area where there are known inequalities.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	The main groups who will benefit from the Early Years Strategy and CSA are families and carers with young children. The strategy and CSA will also impact and benefit providers of early years services. This includes the Private, voluntary and Independent sector.
Which particular protected equality groups are likely / will be affected?	The protected equality groups that are likely to be positively affected include: the disabled, those who are pregnant or on maternity, those who are young (age) and race, particularly those who have English as an additional language and also those from the Traveller community.

Evidence, data, information and consultation

<p>What evidence have you used to analyse the effects on equality?</p>	<p>We have used the following evidence: Bedford Borough Parent/carer survey 2017 Bedford Borough Joint Strategic Needs Assessment JSNA 2017 Early Years Foundation Stage Profile data 2017</p>
<p>What consultation did you carry out with protected equality groups to identify your activity's effect on equality?</p>	<p>We carried out various consultations: The Bedford Borough Parent/carer survey enabled us to reach families The Early Years Reference group enabled us to involve our stakeholders including schools, early years settings, University of Bedfordshire and Bedford College. We liaised with the Parents Carer Forum to establish their views. We also worked in partnership with our community Health Providers.</p>
<p>What does this evidence tell you about the different protected groups?</p>	<p>The evidence collected was positive that the Early Years Strategy and CSA will benefit protected groups through enabling access to support services and childcare.</p> <p>Parent /carer Survey 2017</p> <p><u>Disability</u> Analysis of 284 responses from the Parent/carer survey show 12% responses were from people with a disability and 3% felt there needs to be more childcare to meet children with disabilities needs. The Early Years strategy and CSA aims to resolve this issue through funding more childcare and upskilling providers with SEND.</p> <p><u>Race</u> The survey had a high response rate (32 %) from people with ethnic origins other than White British, of these all</p>

answered there was sufficient childcare and early years services to meet their child's cultural needs, which shows their views have been reflected in the strategies. We noted there were no responses from the traveller community which highlights the need to increase engagement with childcare and support services and the uptake of Nursery Education funding.

Pregnancy and maternity

4% of respondents were pregnant or on maternity leave and cited their views on early years services and the evidence showed us they use children's centre services.

Bedford Borough Joint Strategic Needs Assessment JSNA 2017

Pregnancy and maternity

The JSNA Starting well chapter shows evidence which supports the strategy and CSA priorities. The data and research on Pregnant mothers in our Borough shows the importance of engaging with this protected group early and the Early Years strategy Removing the gap will support this.

Race

The JSNA highlights there are high levels of BME people in the 0-4 age group and this has provided evidence that these protected groups require support in accessing early years services.

Further evidence can be found here:

http://www.bedford.gov.uk/health_and_social_care/bedford_borough_jsna/starting_well.aspx

Early years Foundation Stage Profile data 2017

Race

This data provided evidence that the Early Years strategy needs to continue supporting children with English as an additional language (EAL) to achieve Good Levels of Development (GLD) and have access to high quality childcare. Evidence is also provided for children with SEN and although GLD has improved this group continue to need support to access early years services

http://www.bedford.gov.uk/health_and_social_care/bedford_borough_jsna/starting_well/foundation_stage_attainment.aspx

What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?	NA

General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age		Ensure equal access to services and childcare. Support services are relevant/ targeted or include all ages	
Disability		Childcare meets the needs of disabled children. Parents and carers are able to find inclusive childcare and support services	
Gender reassignment			
Pregnancy and maternity		Ensure this group receives parenting support and health advice early	

Race		Ensure all groups including Traveller community have equal access to childcare and support services	
Religion or belief			
Sex			
Sexual orientation			
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?				
	Positive impact	Negative impact	No impact	Explanation
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy aims to enable all parents and carers access to support services and childcare and increase the numbers using children centres and evidence based parenting programmes. It also aims to support younger parents. Specific activities will be developed through action plans implemented by the early years team, Early Childhood Partnership (ECP) advisory board and the Early Years Reference Group (EYRG).
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy supports children with SEND to access childcare and improve speech and language development, improving Good Levels of Development (GLD) at end of reception age for children with SEND. This will be achieved through funding activities and resources.
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy enables access and parental support through children centre services. Reviewing the services and progress made through the ECP Family and

				Child health wellbeing sub group.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Enabling the Traveller community to access varied childcare and support services. It also aims to improve GLD for children with English as an additional language (EAL).
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other relevant groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	Through the procurement process we ensure protected groups are positively considered by requiring winning contracts to demonstrate they have due regard for the general equality duty. The KPI's and service specifications take into account of protected groups.
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	The Early Years Strategy and CSA will be monitored through quarterly monitoring meetings. We ensure at each quality monitoring meeting with our commissioned services that we discuss and challenge the progress and support given to protected groups. We will also review the progress and equality measures through the Early Years Reference group.

Actions

	What will be done?	By who?	By when?	What will be the outcome?

Actions to lessen negative impact	NA			
Actions to increase positive impact	Ensure the strategy key outcomes are achieved by producing action plans, reviewing the equality analysis as required, which involve key partners and setting termly review meetings	Early years team (Lead officer Karen Davis) and commissioned partners- ECP, PPTSA, Parents carer Forum	Ongoing and until 2021	Key outcomes as set out in Appendix 1 of Early years Strategy achieved : Broadening participation, removing the gap and building capacity
Actions to develop equality evidence, information and data	Annual conversations with Early years settings and children centres. Early Years Census data/ Ofsted data. Parent/carers surveys	Early years team (Lead officer Karen Davis) and Early years reference group	Ongoing and until 2021	Key outcomes as set out in Appendix 1 of Early years Strategy achieved Broadening participation, removing the gap and building capacity
Actions to improve equality in procurement / commissioning	Quarterly monitoring meetings and reports	Early years team (Lead officer Karen Davis)	Ongoing and until 2021	Key outcomes as set out in Appendix 1 of Early years Strategy achieved Broadening participation, removing the gap and building capacity
Other relevant actions				

Recommendation

No major change required	<input checked="" type="checkbox"/>	
Adjustments required	<input type="checkbox"/>	
Justification to continue the activity	<input type="checkbox"/>	

Stop the activity	<input type="checkbox"/>	
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Summary of analysis

In preparing this report, due consideration has been given to the Borough Council’s statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.

The Early Years Strategy will have a positive effect on protected groups. The equality analysis and data shows that the strategy is targeted in meeting the needs of children under 5 who could be vulnerable at the end of the Early Years Foundation stage. The Strategy will ensure equal access for all groups including those who have disabilities, those who are pregnant or on maternity leave, ethnic minority groups and traveller communities

Monitoring and review

<p>Monitoring and review We have established that we have effective measures in place to monitor the impact of the Early Years Strategy. Quarterly monitoring meetings have been set in advance with our commissioned providers. Reviewing measures will include ongoing surveys and the Early Years Census collection in January 2019/2020 and 2021.</p>	<p>Review date</p>
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