

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Early Years Education and Childcare Strategy	
Date of Equality Analysis (EA): 30 th November 2023	
Directorate: CYPS	Service area: Education & Inclusion Early Years and Childcare Service
Lead person: Aileen Chambers	Contact: Aileen.chambers@rotherham.gov.uk 01709 254770
Is this a: <input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Aileen Chambers	RMBC	Manager
Paula Williams	RMBC	Manager
Pam Hawkins	RMBC	Manager

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

This policy will affect 0 – 5 year olds and their parents as well as early education and childcare providers in the borough.

It supports delivery of the local authority statutory duties under the Childcare Act with the following aim:

In Rotherham there will be no barriers to children achieving the best they can and realising their full potential. To achieve this vision we will ensure that:

all families:

- Have access to affordable, high quality childcare and early education that meets their needs
- Are aware of the benefits of taking up an early education place and excited about the opportunities for their children
- Know where to find out more about the range of childcare and early education available
- Take up their entitlement at the earliest opportunity

What equality information is available? (Include any engagement undertaken)

Information is available on the 0 – 5 cohort in the borough, including the number of children eligible for an early education. Details of existing children taking up a place is captured, including any additional needs.

Consultation was undertaken with, childcare providers and schools to inform the development of the strategy.

Are there any gaps in the information that you are aware of?

Consultation with parents will be undertaken to further inform the assessment of demand for the increased early education entitlements coming into force between 2024 and 2025.

What monitoring arrangements have you made to monitor the impact of the policy

or service on communities/groups according to their protected characteristics?	
Early Education take-up is monitored at geographical level on a termly basis.	
The action plan accompanying the strategy will be monitored on a termly basis.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	<p>Consultation with schools and childcare providers took place in July 2023.</p> <p>Areas of challenge highlighted included: cost of delivery; early education funding rate; increasing numbers of children with SEND; staff recruitment is a challenge</p> <p>These challenges have been taken into account in the development of the Strategy.</p>
Engagement undertaken with staff (date and group(s) consulted and key findings)	<p>Cllr Cusworth, CYPS DLT and a number of identified staff have been consulted between July – November 2023.</p> <p>Feedback was very positive; it was felt that the strategy was clear and understandable as well as being user friendly and accessible.</p> <p>A few amendments were suggested and have been implemented.</p>

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) – see glossary on page 14 of the Equality Screening and Analysis Guidance)

The policy aims to ensure that:

- Parents can access affordable, sufficient, high quality and fully inclusive childcare places that support early learning and working parents
- Children’s early learning and development is expertly supported by a strong, skilled, and knowledgeable early years and childcare workforce
- Children who may be at risk of poor outcomes are prioritised for high quality targeted support
- All children have a positive journey through their early years and are well supported to transition to Foundation 2 (Reception)

These aims apply to all children and the local authority work with all early years and childcare providers to ensure that provision is accessible to meet needs. Additional

activity is focussed on ensuring that all parents are aware of their entitlements and supported to take up.

Does your Policy/Service present any problems or barriers to communities or Groups?

No – the strategy should reduce barriers by supporting an increase in capacity as well as continuous development to maintain the current high quality of provision available.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Yes – as above

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The strategy will not have a direct impact on community relations.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic – See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Early Years Education and Childcare Strategy
Directorate and service area: CYPs, Education & Inclusion, Early Years and Childcare Service
Lead Manager: Aileen Chambers, Head of Service – Early Years and Childcare
Summary of findings:

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor the impact of the Strategy on communities or groups according to their protected characteristic	All	Termly following implementation

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Julien Kramer	Interim Assistant Director, Education and Inclusion	14.11.23
CYPS DLT		21.11.23
Councillor Cusworth	Cabinet Member for Children and Young People	17.1.23

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	30.11.23
Report title and date	Early Years Education and Childcare Strategy 2024 - 2027
Date report sent for publication	February 2024
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	4.11.23