

Equality Impact and Needs Assessment Form

A) Description

Name of service, function, policy (or other) being assessed

HEREFORDSHIRE NURSERY EDUCATION FUNDING PROVIDER AGREEMENT

Directorate or organisation responsible (and service, if it is a policy)

EDUCATION & DEVELOPMENT

Date of assessment

May 2017

Names and/or job titles of people carrying out the assessment

JULIA STEPHENS – EARLY YEARS POLICY & STRATEGY MANAGER &
CHILDREN CNETRE SERVICES LEAD

Accountable person

JULIA STEPHENS

What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

The DfE has published updated Statutory Guidance for local authorities (March 2017) on the provision of early education and childcare. It sets out what schools and local authorities must do to comply with the law. It includes information on:

- the introduction of 30 hours free childcare
- how local authorities should pay providers to deliver free places
- the requirement that local authorities publish information about childcare in their area, including free childcare entitlements

The New Herefordshire Provider Agreement outlines the agreement and duties that the local authority must do and the expectation on early years providers if they take Nursery Education Funding.

Location or any other relevant information

HEREFORDSHIRE COUNTY WIDE POLICY

List any key policies or procedures to be reviewed as part of this assessment.

Who is intended to benefit from the service, function or policy?

All stakeholders

Who are the stakeholders? What is their interest?

The Early Years Strategy Group (EYSG) is an advisory board which focuses on early plans for delivery, understand the local and national policies and agendas and the implications for Herefordshire,. The Stakeholders include representation from :

- Children centres
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- Early Years improvement
- Business Intelligence Officer
- Merry Go Round Nursery
- SENCO Early Years Advisor
- Bromyard Children Centre
- Bridges Childcare
- Health Visitors - WVT
- Early Years Consultant Public Health
- Withington Primary school
- St James Primary School, Hereford

B) Partnerships and Procurement

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/delivery meets the requirements of the Equality Act 2010, ie.

- Eliminates unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

EU procurement guidelines would be adhered to if any early years services were to be commissioned externally.

Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research,

and outcomes of a scrutiny review. Please describe:

The Statutory Guidance states the duties placed on Local Authorities in relation to the delivery of Nursery Education Funding for two, three and four year old funding. The Provider Agreement follows the model endorsed by the Department for Education for Local Authorities to adopt.

C) Information

What information (monitoring or consultation data) have you got and what is it telling you?

The Policy Agreement included consultation with the early years sector over the single funding formula for early years funding In Herefordshire. This was carried out during December/January 2017/18. An increase in the new hourly rate was agreed alongside the supplement payments for disadvantaged children and rural isolation.

D) Assessment/Analysis

Describe your key findings (eg. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.

Strand/community	Impact
Failure of childcare providers to adhere to the policy eg providing "top up payments" to parents could result in the withdrawal of NEF funding	Risk that a childcare provider could close which would impact on our sufficiency duty
Childcare Providers that do not meet the required Ofsted rating would be affected by this policy and could have their NEF removed	Risk that a childcare provider could close which would impact on our sufficiency duty

E) Consultation

Did you carry out any consultation?

YES x NO

Who was consulted?

Consultation Timetable:

Timeline	Method of consultation	Audience
December/January 2016/2017	Consultation survey circulated regarding the proposed new hourly rate for early years providers for delivery of Nursery Education funding.	Early years providers, childminders, early years strategy group board
January 9 th 2017	Consultation forum	Early years providers, childminders
January 16 th 2017	Consultation forum	Early years providers, childminders
January 31 st 2017	Consultation closed. Revised funding agreement shared with all stakeholders	February 2017

Describe other research, studies or information used to assist with the assessment and your key findings.

Do you use diversity monitoring categories? Yes **No**

(if No you should use this as an action as we are required by law to monitor diversity categories)

If yes, which categories?

- Race
- Sex
- Sexual Orientation
- Religion & Belief
- Disability
- Age
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity

What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?

F) Conclusions

	Action/objective/target OR Justification	Resources required	Timescale
a)	The Provider Agreement is agreed and publicised on the council website		December 2017
b)	Provider Agreement review date	Children and Young People's Partnership Early years group	January 2019
c)			
d)			

NB: Make sure your final document is suitable for publishing in the public domain.