

Equality Impact Assessment Form

Please ensure that you refer to the 'Equality Impact Assessment Guidance' while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team

Details
Name of Initiative to be assessed: Council Report April 22 nd 2015 titled 'Nursery Education Proposal September 2015'
Name of responsible officer: Anthony Lewis
Group/Directorate: People & Performance
Service Area: Schools Department
Date: 13 th April 2015

(a) WHAT ARE YOU ASSESSING FOR IMPACT ?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal	Information/ Position statement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>

(b) Please name and describe below

Council report April 22nd 2015 titled 'Nursery Education Proposal September 2015'

(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?

If so, please identify what and how?

School Standards & Framework Act 1998
Nursery Education (Wales) Regulations 2003

(d) Does the initiative directly affect service users, employees or the wider community?

Yes Continue assessment
No No need to continue screening or carry out an EqIA

Screening/Relevance Test: Is an equality impact assessment required?

Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a full EqIA. Please highlight the positive impact the decision will have on the protected characteristics.

What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	<p>Potential positive and negative impacts as follows;</p> <p>Positive: full-time nursery education places will be available for some 3 and 4 year olds</p> <p>Negative: a nursery education place will not be available for some three year olds until up to three terms after their third birthday. This delay in nursery education is a disadvantage to the well-being of those</p>

Equality Impact Assessment Form

	children affected.
Disability	Neutral
Gender Reassignment	Neutral
Marriage & Civil Partnership	Neutral
Pregnancy and Maternity	<p>Potential positive and negative impacts as follows;</p> <p>Positive: full-time nursery education places will be available for some 3 and 4 year olds</p> <p>Negative: a nursery education place will not be available for some three year olds until up to three terms after their third birthday. This delay in nursery education is a disadvantage to the well-being of those children affected.</p>
Race	Neutral
Religion or Belief	Neutral
Sex	Neutral
Sexual orientation	Neutral
Carers	<p>Potential positive and negative impacts as follows;</p> <p>Positive: full-time nursery education places will be available for some 3 and 4 year olds</p> <p>Negative: a nursery education place will not be available for some three year olds until up to three terms after their third birthday. This delay in nursery education is a disadvantage to the well-being of those children affected.</p>
Welsh Language	Potential positive and negative impacts as above

If after completing the EqIA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqIA you must provide adequate explanation below (Please use additional pages if necessary).

Following a legal challenge to the nursery education proposal, a recommendation has been made to Council that the decisions taken on January 28th 2015 and March 11th 2015, with respect to funding all nursery places on a part-time basis only be revoked.

Therefore the current inequitable provision of nursery places across the county borough will continue until the local authority can consider a revised nursery education proposal that is based on a determination of 'sufficiency' as required by the Schools Standards and Framework Act 1998.

A further EqIA will be considered as part of any future nursery education proposals to be developed.

Equality Impact Assessment Form

N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqlA.

Full Equality Impact Assessment

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact, including positive impact, and clearly identify which protected groups are affected.

In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

N/A at this time

If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

N/A at this time

Please highlight positive impacts and actions that have been identified as a result of the assessment process.
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N/A at this time

Evidence Sources

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.
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N/A at this time

(ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.
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N/A at this time

Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?
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N/A at this time

Decision Log – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made)
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N/A at this time

Review

Date of Next Review: N/A

If review is not required, explain why.
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Equality Impact Assessment Form

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Approved by: Lorraine Buck

Signature:

Job Title:

Approval date:

Date of Update:

Update recording

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