

# EQUALITY IMPACT ASSESSMENT

Department for Education - Early Years Recruitment  
Financial Incentive Pilot

Reference: EIA000369

Date: 16/02/2024

Submitted by: [Fiona.Hicks@Birmingham.gov.uk](mailto:Fiona.Hicks@Birmingham.gov.uk)



### EIA Form – About your EIA

Reference number	EIA000369
Date Submitted	16/02/2024
Subject of the EIA	Department for Education - Early Years Recruitment Financial Incentive Pilot
Brief description of the policy, service or function covered by the EIA	The programme supports the delivery of the Department for Education grant payments to Birmingham early years providers in line with the Early Years Financial Incentive Pilot. The pilot will encourage new recruits to the early years and childcare workforce by paying a “Golden Hello” payment of £1000 after tax and national insurance contributions. By building early years workforce capacity in Birmingham this pilot will enable the Local Authority to meet its statutory Childcare Sufficiency duty from April 2024.
Equality Assessment is in support of...	["New strategy"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-06-30

### Directorate, Division & Service Area

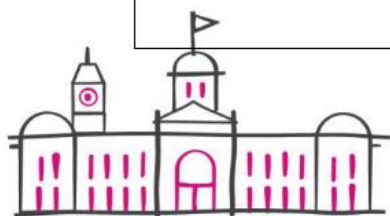
Which directorate(s) are responsible for this EIA?	["Children and Families"]
Division	SEND and Inclusion
Service area	Early Years and Childcare Service
Budget Saving	No

### Officers

What is the responsible officer's email address?	Fiona.Hicks@Birmingham.gov.uk
What is the accountable officer's email address?	sue.m.harrison@birmingham.gov.uk

### Data Sources

Data sources	["Quantitative data (please specify in the box below)", "The Early Years and Childcare Service collects annual early years staff census data. The data includes details of staff's gender, ethnicity religion disability and sexuality. "]
Data source details	The data source is an annual data collection process. The process aligns with the Department for Education's Early Years Census data collection requirements. The data is

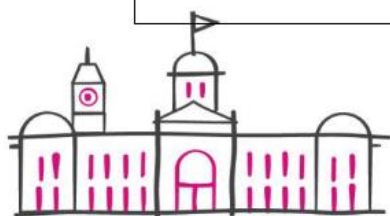


	held securely on the Birmingham City Council's Sentinel Portal.
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## Protected Characteristics

Protected Characteristic – Age	
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "90 years or over"]
Please describe the impact to the age characteristic	The financial Recruitment Incentive Pilot - aims to bring returning and new recruits back or into early years jobs.
How will you mitigate against any negative impact to the age characteristic?	Existing base line data will be used to establish if the current workforce is representative of the Birmingham community. From this and ongoing data from new recruits support advice and guidance will be offered to employers to help remove barriers to applicants by age characteristic. The Department for Education has identified age as a potential barrier and to address this has provided a social media toolkit which uses key engagement words and assets that target all of adults of working age. Ongoing monitoring of take up by age will be used to target under represented age groups.

Protected Characteristic – Disability	
Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	The project will have a positive impact on children with SEND as a recruitment pilot aims to increase workforce capacity to better include children with SEND into Early Education places.
How will you mitigate against any negative impact to the disability characteristic?	Existing base line data will be used to establish if the current workforce is representative of the Birmingham community. From this evaluation and ongoing data from new recruits support advice and guidance will be offered to employers to help remove barriers to applicants by disability characteristic. This will include inclusive job adverts and advise relating to reasonable adjustments during interviews and support through the Access to Work Scheme. Ongoing monitoring of take up by disability characteristic will be used to increase applications from adults with disabilities.



### Protected Characteristic – Sex

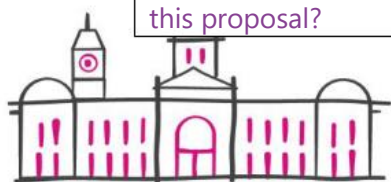
Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Male", "Female", "Non-binary"]
Please describe the impact to the sex characteristic	The Early Years and Childcare workforce is 97% female. Therefore, this recruitment campaign will impact positively on people who identify as female. Encouraging employment with people who identify as male to the sector is a known challenge. Barriers have included poor wages and a widely held belief that the profession is not held a high regard in the way that teaching is.
How will you mitigate against any negative impact to the sex characteristic?	Known challenges relating to attracting people who identify as male are being addressed by the supporting Department for Education social media campaign which includes quotes and positive images of men working with young children. In addition, the profile of the sector is being raised via multiple approaches. Raising the profile of the sector and this recruitment campaign is intended to attract new interest to the sector and better align with the golden hello recruitment incentives offered to teachers.

### Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	
How will you mitigate against any negative impact to the gender reassignment characteristic?	

### Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	



Please describe the impact to the marriage and civil partnership characteristic	
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	

### Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	The impact will be positive. As the current workforce is 97% female the industry is experienced in supporting pregnancy and maternity characteristics.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	The Early Years and Childcare Service will continue to support providers to access employment advice and to complete individual risk assessment needs to support pregnancy and maternity needs.

### Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["All of the above"]
Please describe the impact to the ethnicity and race characteristic	The project will have a positive impact on ethnicity and race.
How will you mitigate against any negative impact to the ethnicity and race characteristic?	Existing base line data will be used to establish if the current workforce is representative of the race and ethnicity profile of the Birmingham community. From this and ongoing data from new recruits support advice and guidance will be offered to employers to help remove barriers to applicants by race and ethnicity characteristic. The Department for Education has identified race and ethnicity as a potential barrier and to address this has provided a social media toolkit which uses key images and assets that represent positive images of people from different races working with children in early years. Ongoing monitoring of take-up by race and ethnicity will be used to target underrepresented age groups



### Protected Characteristic - Religion or Beliefs

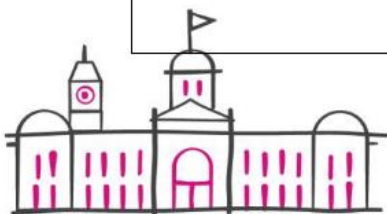
Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["all of the above"]
Please describe the impact to the religion or beliefs characteristic	The project will have a positive impact on religion and belief characteristics
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Existing baseline data will be used to establish if the current workforce is representative of the religious and belief characteristics profile of the Birmingham community. From this and ongoing data from recruits support advice and guidance will be offered to employers to help remove barriers to applicants by religion and belief characteristics. The Department for Education has identified religion and belief characteristics as a potential barrier and to address this has provided a social media toolkit which uses key images and assets that represent positive images of people with different religious and belief characteristics working with children in early years. Ongoing monitoring of take-up by religion and belief characteristics will be used to target underrepresented age groups

### Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	
Please describe the impact to the sexual orientation characteristic	
How will you mitigate against any negative impact to the sexual orientation characteristic?	

### Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	We will use our existing early years census data to monitor the characteristics of new recruits and target those communities in the city that are not accessing the Financial Incentive Pilot, the identify the barriers and develop strategies to address those barriers.
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Please enter the email  
address for the officer  
responsible for monitoring  
impact and mitigation

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