



EQUALITY IMPACT ASSESSMENT

Grants to Schools and PVI's for the DfE Wraparound Programme and Early Years Childcare Expansion- Capital and Revenue Funding

Reference: EIA000259

Date: 23/01/2024

Submitted by: kevin.caulfield@birmingham.gov.uk



 RESET

 RESHAPE

 RESTART

EIA Form – About your EIA

Reference number	EIA000259
Date Submitted	23/01/2024
Subject of the EIA	Grants to Schools and PVIs for the DfE Wraparound Programme and Early Years Childcare Expansion - Capital and Revenue Funding
Brief description of the policy, service or function covered by the EIA	The Local Authority have received Capital and Revenue funding from central government to support the rollout of the Expanded Early Years offer for eligible working parents and Wrap around Childcare for primary school age children parents objective of ensuring there are sufficient childcare places available support
Equality Assessment is in support of...	["New strategy"]
How frequently will you review impact and mitigation measures identified in this EIA?	Every two years
Due date of the first review	2026-03-19

Directorate, Division & Service Area

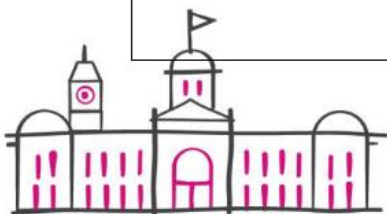
Which directorate(s) are responsible for this EIA?	["Children and Families"]
Division	Education and Skills
Service area	Early Years and Childcare
Budget Saving	No

Officers

What is the responsible officer's email address?	kevin.caulfield@birmingham.gov.uk
What is the accountable officer's email address?	sue.m.harrison@birmingham.gov.uk

Data Sources

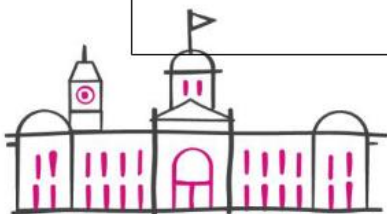
Data sources	["Quantitative data (please specify in the box below)"]
Data source details	We collect data on a termly basis from all Early Education Entitlement funded providers which consists of schools through the termly headcount Census process and for Private, Voluntary and Independent providers (Nurseries and Childminders) through the termly headcount process using the Early Years Portal. This data Ofsted registered places (from the Ofsted feed) and actual take up of places by individual child, by childcare provider, by ward and district. Additional relevant data available includes whether child is male or female, has SEND and ethnicity.



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?	["0-9 years", "10-19 years"]
Please describe the impact to the age characteristic	The expanded Early Years offer is for eligible working parents of children aged 9 months to 2 years old. The expansion is extending the age range of the current offer which is for eligible working parents of 3 and 4 year olds. The Wraparound Childcare expansion is to support childcare sufficiency needs for primary school aged children.
How will you mitigate against any negative impact to the age characteristic?	Existing Sufficiency data will be used as a baseline to identify any areas in the city where we have a sufficiency gap i.e. potential demand is higher than supply of places. Areas irrespective of where they are in the city will be prioritised for funding.

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	There will be a positive impact on those children with SEND within the age cohorts as childcare providers are required by law to be inclusive. This programme will improve the availability and quality of childcare places for children with SEND. The underlying programmes will open up greater opportunities especially around affordability for working parents of children with SEND to access childcare.
How will you mitigate against any negative impact to the disability characteristic?	Providers are required by law to be inclusive, funding applications will ask providers to state how their project proposal will support children with SEND, our baseline sufficiency assessment data will include an SEND strand which will inform priority areas of the city that require place creation. In addition the Early Years and Childcare Service are co-ordinating and supporting a number of training programmes for childcare providers specifically designed to strengthen practice when supporting children with SEND. As part of the process we will be surveying and running focus groups for parents of children with SEND to ensure we are supporting the right projects that meet the needs of children and families.



Protected Characteristic – Gender

Does this proposal impact citizens based on their gender as per the Equality Act 2010?	No
What genders will be impacted by this proposal?	
Please describe the impact to the gender characteristic	
How will you mitigate against any negative impact to the gender characteristic?	

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?	No
Please describe the impact to the pregnancy and maternity characteristic	
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	

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?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]
Please describe the impact to the ethnicity and race characteristic	The funding programme supports the delivery of childcare for all appropriately aged children and eligible working parents irrespective of ethnicity.
How will you mitigate against any negative impact to the ethnicity and race characteristic?	We will ensure that all communications for parents of eligible children are accessible in the whole range of languages used within Birmingham. All information will be made available on the BCC website which has the translation function available. We are already identifying barriers to why particular communities within the city are not currently accessing childcare that is available to them including funded and looking to address those barriers by raising awareness of funded places including the benefits to the child and wider family, using community champions to tell their positive story regards accessing funded childcare places, repeat promotion and discussion of the offer between our Family Facing professionals and parents i.e. Health Visitors, Children Centres, Early Hep etc. We will continue to use take-up data to monitor take up of places across the city and target areas /communities where take-up is low.

Protected Characteristic - Religion or Beliefs


Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	
Please describe the impact to the religion or beliefs characteristic	
How will you mitigate against any negative impact to the religion or beliefs characteristic?	

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 headcount and sufficiency assessment processes to monitor take-up of the new offers and target those communities in the city that are not accessing places, identify the barriers and develop strategies to address those barriers.
Please enter the email address for the officer responsible for monitoring impact and mitigation	kevin.caulfield@birmingham.gov.uk

