

Equality Impact Assessment

Reference: EQIA398718993

Submitted: 04 February 2022 15:49 PM

Executive summary

Title of policy or decision: Awarding of lease at Friars Grove Nursery Colchester

Describe the main aims, objectives and purpose of the policy (or decision): Section 106 funds received to support education infrastructure from developments within the area has enabled the replacement of three relocatable units on the Friars Grove primary school site. These buildings currently accommodate a 26 place early years provision however, due to their age and condition, they are no longer fit for purpose. A new 30 place nursery is to be built within the grounds of the school to provide accommodation for an early years provision. A full business case for this project was endorsed on 29/06/2021 (Final Business Case, Friars Grove Primary School, Colchester)

Approval is now sought to enter into a 25-year lease agreement with an Early Years Provider. As the current provider already operates from the site, the lease opportunity will initially be a single source application. Should the application not meet the required criteria, the opportunity will be advertised, and applications invited via the Essex Early Years and Childcare website. The application will be assessed following the Essex Early Years and Childcare Grants panel processes.

What outcome(s) are you hoping to achieve?: A good place for Children and Families to Grow

Which strategic priorities does this support? - Transform the council to achieve more with less:
Educating outcomes, Outcomes for vulnerable children

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates: CMA to be added

Please upload any documents which relate to this EqIA, for example decision documents: CMA to be added

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): The population likely to be affected by this decision are young children (2-5 years) and their families. In addition, the current Providers team of staff (Early Years practitioners) will also be affected by this decision. This project is about replacing and securing ongoing Good quality provision that is currently supporting young children's early education and development. The area of Colchester that the setting serves is St Johns and St Anne's Ward. It is on the outskirts of the town centre and is surrounded by new housing developments. This is a residential area with a mixed population with some pockets of disadvantage. The current provision is over subscribed and holds a waiting list and there is a projected need for childcare in the area. There are 3 other early years group settings in the locality, all of which are in high demand with only a small number of vacant places available.

Does or will the policy or decision affect:

Service users: Yes

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

Which geographical areas of Essex does or will the policy or decision affect?: Colchester

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: Yes

Is the new or revised policy linked to a digital service (website, system or application)?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank.
You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Age, Disability - learning disability, Disability - physical impairment, Disability - sensory impairment

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: The service specification linked to the lease application requires compliance with the Equality Act 2010 and the SEND Code of Practice 0-25 years 2015.

The decision to provide a new building to enable the Early Years Provider to continue to provide a service was taken to mitigate young children being disadvantaged.

Age

Nature of impact: Positive

Please provide more details about the nature of impact: The awarding of the lease will enable young children to continue to receive a good quality early education in their local area.

Extent of impact: High

Please provide more details about the extent of impact: All 3 and 4 year olds and some 2 year olds are entitled to 15 hours a week of Funded Early Education to support their early development and therefore their future success in their education. This childcare also enables parents to access work or training which therefore provides an opportunity for families to lead independent lifestyles.

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: The principles of the SEND Code of Practice 2015 are Early Identification and Support. Children with learning disabilities who attend early years settings receive this from the earliest opportunity..

Extent of impact: High

Please provide more details about the extent of impact: It is an Ofsted requirement that all early years provision has a Special Educational Needs Coordinator who is responsible for leading on the support needed by children with emerging or diagnosed learning disabilities. Appropriate support from the earliest opportunity

enables children with Special Education Needs to get the best start and transition to school.

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: The new building has been designed to be fully accessible which will enable children and adults with physical disabilities to have free access to all areas. Therefore childcare places will be fully inclusive and available to all children, including those with physical disabilities.

Extent of impact: High

Please provide more details about the extent of impact: Children with physical disabilities will have access to high quality provision and support from an early age and a supported transition to school.

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: Children with a sensory impairment benefit from high quality early education and early identification.

Extent of impact: High

Please provide more details about the extent of impact: The intervention and support provided by the setting will help children to develop to their full potential and successfully transition to school.

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqlA completed: 04/02/2022

Name of person completing the EqlA: Andree Race

Email address of person completing the EqlA: Andree.Race@essex.gov.uk

Your function: Children, Families and Education

Your service area: Strategy, Planning and Performance

Your team: Early Years and Childcare- Sufficiency and Sustainability

Are you submitting this EqlA on behalf of another function, service area or team?: No

Email address of Head of Service: carolyn.terry@essex.gov.uk