

Equality Impact Assessment - head of service review

Reference: EQIA397313921

Submitted: 01 February 2022 16:05 PM

Executive summary

Title of policy or decision: To award a lease for the new Nursery located at St Lukes Primary School Runwell

Describe the main aims, objectives and purpose of the policy (or decision): To award a lease for a 56 place Nursery following completion of construction and normal application and ratification process by the EYCC funding panel.

This process will award the lease to the highest scoring provider who meets all the criteria to deliver the following required service:

A fully inclusive full day care provision for children from 3 months to school age.

Flexible provision of Funded Early Education Entitlement (FEEE) places for eligible 2 year olds.

Flexible provision of FEEE places for 3- and 4-year olds (universal offer)

Flexible provision of (Extended Funded Entitlement) EFE places (30 hours) for eligible 3- and 4-year olds.

Close partnership working with local schools, including the new Runwell St Lukes school, parents and local partners, including but not limited to the Essex Child and Family Wellbeing Service, to facilitate community services.

The chosen Provider will achieve and / or maintain a 'Good' or 'Outstanding' Ofsted judgement and ensure that all regulatory legislation (Ofsted Framework) is adhered to.

The chosen Provider must have regard for the Equality Act 2010 which places a legal duty on practitioners to eliminate discriminatory practice and to promote equality of opportunity and access for all children, regardless of their own or their parents' Race, disability, religion, gender, age, gender identity, pregnancy or maternity or sexual orientation.

The chosen Provider must have regard for the 0-25 SEND Code of Practice which requires Early Years settings to actively promote equality of opportunity for children with special educational needs or disabilities, remove barriers to participation, make reasonable adjustments to prevent disadvantage and ensure that children with medical conditions receive the support they need. Providers are required to promote their service for children with SEND on the Essex Local Offer.

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, Levelling up outcomes for families

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 follow

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

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): Previous EqIA 283548156 was completed for the decision to build the new primary School and Nursery (St Lukes Park Development) no adverse impacts were identified on any protected group.

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?: Chelmsford

Will the policy or decision influence how organisations operate?: Yes

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: no negative impact identified.

Age

Nature of impact: Positive

Please provide more details about the nature of impact: Positive impact for children aged between 0 and 5 years-old, as this proposal will enable more children to access a local early years and childcare facility

Extent of impact: High

Please provide more details about the extent of impact: Flexible childcare and access to a child's Funded entitlement of early education hours in a Good or Outstanding setting will have a very high positive impact on children's future outcomes.

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: Appropriate support from the earliest opportunity enables children with SEND 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 Nursery is a new fully accessible building and 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 a physical impairment will have access to high quality provision and support from an early age.

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 identification, intervention and support provided by accessing early education. The new Nursery will be required to be fully inclusive to children with a sensory impairment.

Extent of impact: High

Please provide more details about the extent of impact: Ofsted requires all early years settings to have a special educational needs coordinator (SENCO) to support the early identification and intervention of children's needs effectively. The chosen provider will be graded by the response given on how they will effectively support children with SEND.

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: 01/02/2022

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: Early Years and Childcare

Your team: Strategy, Planning and Performance

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