

Equality Impact Assessment

Reference: EQIA176782072

Submitted: 21 February 2020 12:44 PM

Executive summary

Title of policy or decision: Lawford Early Years and Childcare Business Case

Describe the main aims, objectives and purpose of the policy (or decision): ECC has a statutory obligation to ensure that there is sufficient childcare within the local area. Section 6 of the Childcare Act defines 'sufficient childcare' as sufficient to meet the requirements of parents in the area who require childcare in order to enable them to take up, or remain in, work or undertake education or training which could reasonably be expected to assist them to obtain work. This funding will provide much needed provision in areas of growth.

To gain endorsement to vary a S106 agreement to request the provision of a 30- place Early Year's and Childcare (EYCC) building in lieu of capital funding.

To endorse entering into an agreement with Rose Builders to construct a building to ECC requirements and Quality standards.

To endorse the acquisition of the S106 Education Land and EY building, once completed to the required standard.

What outcome(s) are you hoping to achieve?: Help people get the best start and age well, Help create great places to grow up, live and work, Transform the council to achieve more with less

Which strategic priorities does this support? - Help people get the best start and age well: Help keep vulnerable children safer and enable them to fulfil their potential

Which strategic priorities does this support? - Help create great places to grow up, live and work: Facilitate growing communities and new homes

Which strategic priorities does this support? - Transform the council to achieve more with less: Limit cost and drive growth in revenue

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

Please provide a link to the document / website / resource to which this EqIA relates:
N/A

Please upload any documents which relate to this EqIA, for example decision documents: N/A

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): This is a new community being developed in a rural area. It is a large development of 360 houses over three phases. There is a primary school undergoing expansion to accommodate the anticipated demand for school age children created by the new development. and a new 30 place early years building is planned to meet the needs of younger children.

There is an existing preschool provider on the school site housed in a building with no capacity to

expand. They will be given the opportunity to bid for the lease on the new building. If this bid is unsuccessful, the opportunity will be opened up as an open tender. The demographics of the new residents is not known but there will be a mix of private and social housing of varying sizes.

The Good Level of Development (GLD) data for the end of the Early Years Foundation Stage (EYFS) 2019 reflects the demographics of district of Tendring.

We know that in Tendring, of this group of children, 18% are from economically disadvantaged households, 5% have English as their additional language, 18% are from families with minority ethnicity cultural identities (non WBRI) and 11% have Special Educational Needs and/or Disabilities. The GLD for this group of children was 70.9% in 2019.

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

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?: Tendring

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

Will the policy or decision involve substantial changes in resources?: Yes

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

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, Pregnancy / maternity

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 impacts have been identified.

Age

Nature of impact: Positive

Please provide more details about the nature of impact: The decision is to provide early years and childcare places.

Extent of impact: High

Please provide more details about the extent of impact: The provision of early years and childcare places will benefit young children and their families, enabling parents to access work and training and supporting children to be ready for school.

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: All early years provision must meet

the requirements of the SEND Code of Practice 2014 and be fully inclusive to the needs of children with SEND.

Extent of impact: High

Please provide more details about the extent of impact: Children with learning disabilities benefit from the early intervention given by high quality inclusive provision and the support of a SENCO.

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: All early years provision must meet the requirements of the SEND Code of Practice 2014 and be fully inclusive to the needs of children with SEND. There is a legal requirement for the new building to be fully accessible.

Extent of impact: High

Please provide more details about the extent of impact: Children with Physical disabilities benefit from the early intervention given by high quality inclusive provision and the support of a SENCO.

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: All early years provision must meet the requirements of the SEND Code of Practice 2014 and be fully inclusive to the needs of children with SEND

Extent of impact: High

Please provide more details about the extent of impact: Children with sensory impairments benefit from the early intervention given by high quality inclusive provision and the support of a SENCO.

Pregnancy / maternity

Nature of impact: Positive

Please provide more details about the nature of impact: The new nursery will provide local childcare options for parents returning to work or training as it will provide care from birth to school age.

Extent of impact: High

Please provide more details about the extent of impact: The current school provision cares for children from 3 years old so therefore, families will benefit from this new provision.

Action plan to address and monitor adverse impacts

Does your EqIA 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 EqIA completed: 21/02/2020

Name of person completing the EqIA: Andree Race

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

Your function: Social Care & Education

Your service area: Strategy planning and performance

Your team: Early Years

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

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