

## Equalities Comprehensive Impact Assessment v3

Reference: ECIA567151999

Submitted: 05 December 2023 15:33 PM

### Executive summary

**Title of policy / decision:** Early Years and Childcare resource Panel recommendations for the award of Section 106 capital funding

**Policy / decision type:** Cabinet Member Action (CMA)

**Overview of policy / decision:** To approve entering into a funding agreement to provide section 106 funding to create 13 new early years and childcare places in North Witham ward (Witham Northern division) at Elm Hall primary School through the creation of an extension to the existing school building.

**What outcome(s) are you hoping to achieve?:** to create a total of 13 new early years and childcare places to enable parents to access work or training and for children to access their funded early education entitlement.

**Executive Director responsible for policy / decision:** Helen Lincoln (Children, Families & Education)

**Cabinet Member responsible for policy / decision:** Cllr Beverley Egan (Children's Services and Early Years)

**Is this a new policy / decision or a change to an existing one?:** New policy / decision

**How will the impact of the policy / decision be monitored and evaluated?:** monitoring processes are in place to ensure the physical development of the buildings as well as the delivery of childcare places, ensuring high quality and accessibility.

**Will this policy / decision impact on:**

**Service users:** Yes

**Employees:** Yes

**Wider community or groups of people:** No

**If the policy decision impacts on employees, provide details here and include potential impacts on identified groups later in the form:** The development of new early years and childcare places will create employment opportunities within local communities

**What strategic priorities will this policy / decision support?:** High Quality Environment

**Which strategic priorities does this support? - Environment:** Levelling up the environment

**What geographical areas of Essex will the policy / decision affect?:** Braintree

### Digital accessibility

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

### Equalities - Groups with protected characteristics

## **Age**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **Disability - learning disability**

**Nature of impact:** Positive

**Extent of impact:** High

## **Disability - mental health issues**

**Nature of impact:** Positive

**Extent of impact:** High

## **Disability - physical impairment**

**Nature of impact:** Positive

**Extent of impact:** High

## **Disability - sensory impairment**

**Nature of impact:** Positive

**Extent of impact:** High

## **Sex**

**Nature of impact:** Too early for impact to be known

## **Gender reassignment**

**Nature of impact:** Too early for impact to be known

## **Marriage / civil partnership**

**Nature of impact:** Too early for impact to be known

## **Pregnancy / maternity**

**Nature of impact:** Positive

**Extent of impact:** High

## **Race**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **Religion / belief**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **Sexual orientation**

**Nature of impact:** Too early for impact to be known

**Rationale for assessment, including data used to assess the impact:** by providing early years and childcare places within these communities, more parents will be able to access the childcare that they need to support them to access employment or training.

The early Years Foundation stage is a fully inclusive framework that all early years practitioners are required to deliver. Access to high quality education and childcare will support children to have the best start in life and will provide opportunities for earlier identification of children with emerging special education needs or disabilities.

**What actions have already been taken to mitigate any negative impacts?:** a competitive application process has been undertaken that required bidders to submit information showing how they will provide high quality services, that will be sustainable and meet the needs of the local community. These applications were evaluated and moderated by a panel of EYCC officers who have expertise and a good working knowledge of the early years and childcare sector.

**How could you strengthen any positive impact(s)?:** we will continue to offer support and advice to the successful applicant to ensure that services are of high quality and that local children are able to access childcare places. The provider will enter into a contractual agreement with ECC to deliver flexible and fully inclusive funded early education entitlement places(FEEE)

## **Levelling up - Priority areas & cohorts**

**Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)**

**Nature of impact:** Positive

**Extent of impact:** High

**Children on Free School Meals**

**Nature of impact:** Too early for impact to be known

**Working families**

**Nature of impact:** Positive

**Extent of impact:** High

**Young adults (16-25 who have not been in education, training or employment for around 6-12 months)**

**Nature of impact:** Too early for impact to be known

**Residents of Harlow**

**Nature of impact:** None

**Residents of Jaywick and Clacton**

**Nature of impact:** None

**Residents of Harwich**

**Nature of impact:** None

## **Residents of Basildon (Town) housing estates**

**Nature of impact:** None

## **Residents of Canvey Island**

**Nature of impact:** None

## **Residents of Colchester (Town) - Housing Estates**

**Nature of impact:** None

## **Residents of Rural North of the Braintree District**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** This project is based in the North of Witham, an area that borders the LU area of rural north Braintree. this project will benefit families living in this area by providing new childcare places to increase local capacity.

**What actions have already been taken to mitigate any negative impacts?:** No negative impacts identified

**How could you strengthen any positive impact(s)?:** we will continue to support this project to ensure the provision of fully inclusive and flexible childcare places

## **Equalities - Inclusion health groups and other priority groups**

### **Refugees / asylum seekers**

**Nature of impact:** Positive

**Extent of impact:** High

### **Homeless / rough sleepers**

**Nature of impact:** Too early for impact to be known

### **People who experience drug and alcohol dependence**

**Nature of impact:** Too early for impact to be known

### **Offenders / ex-offenders**

**Nature of impact:** Too early for impact to be known

### **Victims of modern slavery**

**Nature of impact:** Too early for impact to be known

### **Carers**

**Nature of impact:** Positive

**Extent of impact:** High

### **Looked after children / care leavers**

**Nature of impact:** Too early for impact to be known

## **The armed forces community (serving personnel and their families, veterans, reservists and cadets)**

**Nature of impact:** None

## **People who are unemployed / economically inactive**

**Nature of impact:** Positive

**Extent of impact:** High

## **People on low income**

**Nature of impact:** Positive

**Extent of impact:** High

## **Sex workers**

**Nature of impact:** Too early for impact to be known

## **Ethnic minorities**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **Gypsy, Roma, and Traveller communities**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **People with multiple complex needs or multi-morbidities**

**Nature of impact:** Too early for impact to be known

**Rationale for assessment, including data used to assess the impact:** This project is based in the North of Witham, an area that borders the LU area of rural north Braintree. this project will benefit families living in this area by providing new childcare places to increase local capacity.

**What actions have already been taken to mitigate any negative impacts?:** No negative impacts identified

**How could you strengthen any positive impact(s)?:** we will continue to support this project to ensure the provision of fully inclusive and flexible childcare places

## **Equalities - Geographical Groups**

### **People living in areas of high deprivation**

**Nature of impact:** Positive

**Extent of impact:** High

### **People living in rural or isolated areas**

**Nature of impact:** Too early for impact to be known

## **People living in coastal areas**

**Nature of impact:** None

## **People living in urban areas**

**Nature of impact:** Positive

**Extent of impact:** High

**Rationale for assessment, including data used to assess the impact:** This project is based in the North of Witham, an area that borders the LU area of rural north Braintree. this project will benefit families living in this area by providing new childcare places to increase local capacity.

**What actions have already been taken to mitigate any negative impacts?:** No negative impacts identified

**How could you strengthen any positive impact(s)?:** we will continue to support this project to ensure the provision of fully inclusive and flexible childcare places

## **Families**

### **Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)**

**Nature of impact:** Positive

**Extent of impact:** High

### **Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition**

**Nature of impact:** Positive

**Extent of impact:** High

### **Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities**

**Nature of impact:** Positive

**Extent of impact:** High

### **Families before, during and after couple separation**

**Nature of impact:** Positive

**Extent of impact:** High

### **Families most at risk of deterioration of relationship quality and breakdown**

**Nature of impact:** Too early for impact to be known

**Rationale for assessment, including data used to assess the impact:** This project is based in the North of Witham, an area that borders the LU area of rural north Braintree. this project will benefit families living in this area by providing new childcare places to increase local capacity.

**What actions have already been taken to mitigate any negative impacts?:** No negative impacts identified

**How could you strengthen any positive impact(s)?:** we will continue to support this project to ensure the provision of fully inclusive and flexible childcare places

## Crime & Disorder

### Crime and disorder

**Nature of impact:** Too early for impact to be known

### The misuse of drugs, alcohol and other substances

**Nature of impact:** Too early for impact to be known

### Re-offending

**Nature of impact:** Too early for impact to be known

### Serious violence

**Nature of impact:** Too early for impact to be known

**Rationale for assessment, including data used to assess the impact:**  
these areas fall outside of the remit for an early years and childcare provider.

**(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales:**

**What actions have already been taken to mitigate any negative impacts?:**

**How could you strengthen any positive impact(s)?:**

## Climate

**Does your decision / policy involve development or re-development of buildings or infrastructure?:** Yes

**Have you calculated the predicted operational energy demand and the carbon emissions (both operational and embodied) impact of the development / infrastructure / building?:** Yes

**Please provide details:** Essex Infrastructure and Delivery Team has assessed all applications to ensure building standards are met

**Does your proposal align with the Net Zero Carbon (in operation) definition being promoted through best practice and emerging planning responses at ECC?:** No

**Have you assessed the upfront embodied carbon emissions (building life cycle stages A1-A5) of your proposed project and have you set targets in line with best practice to reduce embodied carbon emissions?:** No

**Your development needs to be resilient to projected climate risks including flooding, overheating and subsidence. Please outline how you will achieve this:** Essex Infrastructure and Delivery Team has assessed all applications to ensure building standards are met

**Does your decision / policy take place in, or make use of, existing buildings or infrastructure?:** Yes

**The use of existing buildings will always have a climate impact because it requires energy consumption. Please outline how you will mitigate against this impact:** This project is an expansion to an existing building. Essex Infrastructure and Delivery Team has assessed all applications to ensure building standards are met

**Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit):** No

**Are you undertaking a procurement exercise?:** No

**Does your decision / policy involve the purchase of goods or materials?:** No

**Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new:** No

## **Nature of impact**

**Built Environment / Energy:** None

**Sustainable Transport / Travel:** None

**Waste:** None

**Rationale for assessment, including data used to assess the impact:** This project is an expansion to an existing building. Essex Infrastructure and Delivery Team has assessed all applications to ensure building standards are met

**What actions have already been taken to mitigate any negative impacts?:** No negative impacts identified

## **Action plan to address and monitor adverse impacts**

**Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?:** 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 ECIA completed:** 05/12/2023

**Name of person completing the ECIA:** Diane Macefield

**Email address of person completing the ECIA:** diane.macefield@essex.gov.uk

**Your function:** Children, Families and Education

**Your service area:** Early Years and Childcare

**Your team:** Sufficiency and Sustainability

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

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