

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions. Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Children's & Families	Service area: Built Environment Team
Lead person: Adele Robinson	Contact number: 07891 276856

1. Title: Decision Report on the 30 Hour Places for eligible 3 and 4 year olds at Montessori Nursery.

Is this a:

Strategy / Policy

Service / Function

Other

2. Please provide a brief description of what you are screening

- **Main aim**

1. From September 2017, the extended entitlement to 30 hours free provision - an additional 15 hours a week for working parents of three and four-year-olds (on top of the universal entitlement of 15 hours a week for all three and four year olds) becomes available for eligible families. Eligibility for the additional hours will be determined by HMRC.
2. Following a successful capital funding bid to the DfE, additional accommodation will be delivered at Montessori Nursery in order to deliver the additional places. The project will be completed for October 2017.

- **Purpose**

A screening exercise has been carried out to determine whether future building projects associated with this report have the potential to impact on equality, diversion, cohesion and integration.

3. Relevance to equality, diversity, cohesion and integration

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?		No
Have there been or likely to be any public concerns about the policy or proposal?		No
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect our workforce or employment practices?		No
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	Yes	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity; cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

How equality, diversity, cohesion and integration will be considered during each 30 Hours Places for eligible 3 and 4 year olds projects

Consultation and Involvement

Consultation will take place with Childrens Services and the school/private provider delivering the additional places.

Consultation with Planning & Highways Officers

Any additional accommodation that requires planning permission will be discussed directly with LCC Planning Officers.

Consultation with Building Control

Any accommodation which extends the current footprint of the existing building or is a stand-alone new building will be subject to approval from Building Control to ensure it meets current regulations including disabled access. Any internal remodelling of existing buildings will also need to ensure disabled access is provided where possible.

- **Key findings**

The schemes will be designed to comply with British building regulations, a requirement of which is the adherence to the Disability Discrimination Act (DDA) and the associated building regulations linked to this legislation. As such reasonable steps will be taken to improve level access within the building, in particular the stepped areas around the main entrance and hall.

- **Actions**

The schemes will be assessed on an individual basis to ensure compliance with current DDA regulations. Existing access issues and other DDA related issues will be addressed where possible within the overall scope of works.

5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.

Date to scope and plan your impact assessment:	
Date to complete your impact assessment:	
Lead person for your impact assessment: (Include name and job title)	

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Jane Walne	Principal Regeneration Officer (City Development)	17/8/17

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

Date screening completed	17/8/17
Date sent to Equality Team	TBC
Date published (To be completed by the Equality Team)	