

# Equality, Diversity, Cohesion and Integration Screening

<b>Directorate:</b> Children & Families	<b>Service area:</b> Learning Systems - Admissions and Family Information
<b>Lead person:</b> Chris Sutton	<b>Contact number:</b> 0113 3783579

<b>1. Title: Determination of Free Early Education Entitlement (FEEE) Rates 2024/25</b>		
Is this a:		
<input checked="" type="checkbox"/> <b>Strategy / Policy</b>	<input type="checkbox"/> <b>Service / Function</b>	<input type="checkbox"/> <b>Other</b>

<b>2. Please provide a brief description of what you are screening</b>
The funding arrangements for passing through the DfE's Funded Early Education Entitlement (FEEE) funding to childcare providers.

<b>3. Relevance to equality, diversity, cohesion, and integration</b>		
<b>Questions</b>	<b>Yes</b>	<b>No</b>
Is there an existing or likely differential impact for the different equality characteristics?		✓
Have there been or likely to be any public concerns about the policy or proposal?		✓
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		✓
Could the proposal affect our workforce or employment practices?		✓
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> <li>• Eliminating unlawful discrimination, victimisation, and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>		✓

<b>4. Considering the impact on equality, diversity, cohesion, and integration</b>
Please provide specific details for all three areas below (use the prompts for guidance).
<ul style="list-style-type: none"> <li>• <b>How have you considered equality, diversity, cohesion, and integration?</b></li> </ul>

The Early Years funding formula is used by the DfE (Department for Education) to allocate funding to Local Authorities for the Free Early Education Entitlement (FEEE) for 9-months-2, 3 and 4-year-olds. From the DfE rate per pupil, there is a statutory requirement for Local Authorities to offer supplements to those providers who have children from deprived backgrounds, or children with emerging Special Educational Needs (SEN) in their settings. This means there is a difference between the funding that is received in settings throughout the city, based on the circumstances of the children attending those settings. The parents / carers will receive their free hours at the provider's hourly rate, and this will not be affected by the funding allocated to the provider by the LA (Local Authority), therefore the decision by the LA with regard the breakdown of allocated funding will not directly impact parents / carers.

In January 2024, all providers were consulted on the terms and arrangements for the FEEE funding, and their responses have been considered in taking the final decision.

- **Key findings**

All providers currently charge different hourly rates to families and the funding that the LA is offering to providers may not cover this hourly rate. It is, however, in line with government guidelines and the LA is retaining less than the 5% permitted by the DfE of allocated funding (3.9% of the 3&4 year olds funding and 2.9% of the 9 month – 2 year olds funding).

Potential positive impacts:

If more providers in deprived areas of the city choose to offer the free entitlement, families living in deprived areas will potentially have more choice about where they access their free entitlement, encouraging them into employment or training and supporting children to start their learning journey from a younger age.

The early education market may shift to provide different and greater choice for families.

Potential negative impacts:

Families living in more affluent areas may find it more difficult to secure a place with a provider who is offering the free early entitlement.

Providers who feel unable to offer the free early entitlement may be impacted by parents choosing settings where they can receive their free hours.

- **Actions**

**(Think about** how you will promote positive impact and remove/ reduce negative impact)

- The funding rates will be openly communicated with all providers.
- Providers are aware that there is a statutory need for the deprivation and SEN supplements to be offered and that these are in place to support settings to ensure that children have the best support in their early life.
- Providers will be supported by the Sufficiency Team to develop their business model to ensure sustainability.
- Providers who are new to the market will be supported and encouraged to offer places in areas of need to ensure flexibility and choice for parents and carers.
- The funding formula employed by the local authority ensures that providers are confident that deprivation supplement is proportionately and fairly distributed.
- Parents and carers will receive their funded early entitlement based on the hourly rate of the provider and not the rate funded by the Local Authority.

- Providers will be supported to identify, in line with the statutory guidance, the things they can charge parents for outside the funded early entitlement to support the continued delivery of their business model.
- The Early Years Sufficiency Team will monitor the FEEE offer and ensure sufficiency of choice and availability for all eligible parents and carers.

The impact of the changes will be reviewed annually.

**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:	n/a
Date to complete your impact assessment	n/a
Lead person for your impact assessment (Include name and job title)	n/a

### **6. Governance, ownership, and approval**

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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Chris Sutton	Lead for Admissions and Family Information Service	22/02/2024
<b>Date screening completed</b>		22/02/2024

### **7. Publishing**

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions**, or a **Significant Operational Decision**.

A copy of this equality screening should be attached as an appendix to the decision-making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk) for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent: 22/02/2024
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent:

