

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 and Families	Service area: Learning For Life
Lead person: Julia Manning	Contact number: 0113 3784511

1. Title: Children’s Centre Little Owls nursery Fee increase

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify Fee increase

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

Request for approval to increase Children’s Centre Little Owls nursery fees by £1.35 per day bringing fees to £46.35 per day and £1.35 per day in September 2020, bringing the fee to £47.70.

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. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?		x
Have there been or likely to be any public concerns about the policy or proposal?	x	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		x
Could the proposal affect our workforce or employment practices?		x
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		x

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 have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

Of the 2900 children attending the centres around 500 families pay the childcare fee daily rate. Of these 500 approximately 330 have 3-4 year olds and so are entitled to up to 30 hours free childcare for 38 weeks of the year. Of these families, at the last count, 304 had actually taken up the 30 hours offer. Any families claiming universal credit can get help with childcare costs for up to 85% of costs. Other families utilise the free early education places funded directly by DfE.

The increase to childcare fees will mainly impact of working parents with children under 3 years old who access childcare. However since the fee increase brings fees in to line with the market and are not focussed on any particular community the impact on all parent should be equal. Market forces may dictate where parents choose to access childcare and there is parental choice. Parents may choose to take childcare at another setting if they wish. However, there is little evidence from previous fee increases that this has occurred.

- **Key findings** (think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

This action will not impact differently on different equality communities and therefore a full screening is not required.

- **Actions**

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

Parents will be given a ' help with childcare costs' leaflet to enable them to access help where necessary. Parents of eligible 2 year olds and 3-4 year olds will be encouraged to take up their full free entitlement. The majority of fee payers re able to access tax free childcare, tax credits and/ or a voucher scheme so very few pay full fees.

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

Name	Job title	Date
Amanda Ashe	Childrens centre and early Start lead	30 July 2019
Date screening completed 30 July 2019		

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 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 Governance Services	Date sent: 3/11/2016
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: 3/11/2016
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: