

**COMMISSIONING APPROACH FOR FLYING START CHILDCARE PLACES**

**REPORT OF DIRECTOR OF EDUCATION AND LIFELONG LEARNING**

**AGENDA ITEM: 4**

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**PORTFOLIO: EARLY YEARS, CHILDREN AND FAMILIES (COUNCILLOR SUE LENT).**

*Appendix 4 to this report is exempt from publication because it contains information of the kind described in Paragraph 16 of Part 4 of Schedule 12A to the Local Government Act 1972*

**Reason for this Report**

1. This report seeks to;
  - i. Seek authority to Direct Award 13 contracts for Flying Start Childcare places for 3 years with the option to extend for 1 more year. The annual value of the contracts is £717,405 and would commence on 1<sup>st</sup> April 2017 or before if possible.
  - ii. Seek authority to go out to an open tender on 7 contracts for Flying Start Childcare places for 3 years with the option to extend for 1 more year. The annual value of the contracts is £851,760.

**Background**

2. Flying Start is the Welsh Government's flagship early years' programme for families with children under 4 years of age and is targeted in some of the most deprived areas in Wales. It has been in place since 2006/7.
3. Flying Start Lower Super Output Areas (LSOA's) are determined on the basis of information provided by the Department of Work and Pensions and HMRC which shows the highest portion of children living in houses where families are in receipt of income benefits. It is not based on wards and LSOA's can cross more than one ward.
4. The Cardiff programme is the largest in Wales with the number of 0-3 year-old children targeted currently set at 4901. This represents approximately 25% of

the Cardiff 0-3 population. The Council receives an annual grant of £10.2million to deliver a range of Flying Start services to eligible families.

5. The primary focus of the programme is to improve the life chances of very young children through delivery of four core elements:
  - i. Quality part-time childcare for all 2-3 year olds in Flying Start areas (*12.5 hrs a week x 39 weeks*);
  - ii. Enhanced Health Visiting with 1:110 caseloads;
  - iii. Parenting programmes and support;
  - iv. Early language development
6. All eligible families must be able to access the four core elements and all investments must be based on well evaluated methods of working.
7. The report intends to outline the current commissioning arrangements and some of the associated risks and benefits together with the rationale for the future model for commissioning the childcare services within Flying Start.

### **Governance Arrangements**

8. The Council has a statutory duty under Section 26 of the Childcare Act to undertake a Childcare Sufficiency Assessment. The Act gives Local Authorities the duty of securing, so far as is reasonably practicable, provision of childcare in their area sufficient to meet the requirements of parents to enable them to work or undertake education or training leading to work.
9. Provision of childcare places to eligible families is a key requirement of the Welsh Government Flying Start grant terms and conditions. Local authorities are responsible for ensuring sufficiency and quality of places; settings and workforce, including ensuring that staff employed have appropriate levels of training and qualifications (level 3 NVQ/QCF for support workers and level 4 NVQ or the new Level 5 QCF equivalent for leaders).
10. The Welsh Government Flying Start guidance requires Local Authorities to give consideration to all childcare delivery options, including the mixed economy approach of private and voluntary settings as well as local authority delivery. It also requires local Authorities to follow their own procurement procedures if commissioning goods and services for Flying Start, taking all reasonable steps to ensure the best value for money attainable from Flying Start funding through the procurement of goods and services by open competition.
11. The Welsh Government Guidance requires the offer of a childcare placement to be available through either English or Welsh. The present commissioning approach allows the Council to offer Welsh medium provision with designated providers. Currently the Council contracts with the nearest Welsh medium provider to the required catchment area/LSOA.

### **Current Commissioning Model for Childcare Places**

12. The Council currently purchases c1225 part-time childcare places for all eligible 2-3 year olds during the school year, purchased across 34 child care

settings. These are contracted out to 18 providers. Currently 20 settings are out of contract.

13. The expenditure for the contracted childcare places equates to £2.7m per annum. All these child care settings meet the requirements for child care for children aged between 2 – 3 years in the designated Flying Start areas. The anticipated 2016/17 expenditure for the 20 Childcare contracts is £1,569,165.
14. Childcare contracts vary from £10k to £130k per annum per child care setting. Current arrangements are secured through a mix of historic direct awards contracts and expired competitively tendered contracts. Contracted providers include a mixed economy approach of private and voluntary suppliers, as well as some local authority delivery.
15. The contract sums for some individual contracts are in excess of the procurement threshold for Schedule 3 services. Regulation 6(6) however provides, '*a procurement shall not be subdivided with the effect of preventing it from falling within the scope*' of the regulations, '*unless justified by objective reasons*'. This paper sets out the objective reasons for using a combined commissioning approach due to the unique characteristics of each child care setting.
16. Flying Start areas covered by contracted childcare providers include the original 8 primary school catchment areas targeted at the commencement of the programme, as well as a significant number of new lower super output areas (LSOA's) targeted through the 2012-15 expansion (see Appendix 3).
17. Places are delivered through providers operating from a variety of buildings located within these areas, close to Flying Start eligible families. Some facilities have been provided by the Council and are co-located on school sites forming part of the school campus; whilst others are either located within community buildings (some of which form part of the Councils' estate) or are privately owned day care provision.
18. All reasonable steps have already been taken to ensure a best value for money approach has been taken with the procurement of goods and services through an initial open tendering process.

### **Proposed Approach to Future Commissioning Model for Childcare Places**

19. Key factors that have been considered include the complexity of the market, the need for a highly localised service as part of the Flying Start Programme, the need for a high quality service and the individual requirements of families.
20. Considerable work has been undertaken to establish those services which could be competitively tendered due to their settings, whether they are fully funded by Flying Start, part Flying Start and Private funded and localities within the community.
21. The proposed commissioning approach therefore is proportional with a mixture of both direct awards and a competitive tender process. This aims to adopt a sensitive approach based on a judgement of the unique

characteristics of each childcare setting and the populations in lower super output areas of the city.

22. Whilst there is a risk of challenge in the proposed commissioning approach this has been mitigated through engagement with the current child care settings and the consideration of the future sustainability of those settings where the percentage of private funding versus Flying Start is greater and therefore to withdraw from these settings would pose a greater risk to the Council in not meeting the requirements of the Grant Terms and Conditions.
23. A review of all of the Child Care settings was undertaken and included a number of factors including but not limited to the funding element, the accommodation setting and the availability of child care within the lower super output areas of the city. As a result it was determined that those settings detailed within Appendix 1. Section 1 of the report would be commissioned through a formal tender process and those detailed within Appendix 1.section 2 would be Direct Awarded.
24. The direct awards seek to minimise the risks of operating without formal contractual arrangements being in place. This will allow for strengthened contract management arrangements, clarity regarding the services to be provided and clarity for all parties. The approach aims to minimise the potential impact of a fragmentation or reduction in the numbers of providers offering a childcare service in Cardiff, particularly in these areas of the City where there is a limited choice of provider.
25. A competitive tender approach seeks to formalise arrangements as above and allows for high quality provision to be secured. The Council wishes to be open and transparent in its approach and will welcome tenders from all interested parties.

## **Issues**

26. Absence of sufficient childcare provision in particular Flying Start areas.
27. Absence of sufficient Welsh medium childcare provision in particular Flying Start areas.
28. Practicalities and importance of supporting families requiring wrap around provision, especially for working parents, or parents who are training, to have the opportunity to purchase additional childcare around their free Flying Start childcare place.
29. Requirement to support children's transition into the Foundation Phase as far as possible.
30. Account for whether premises are owned by the Council and if so, what existing lease agreements and terms of agreement are in place, or whether the premises is owned by the Childcare Provider or if it is privately leased.
31. The proportion of the Provider's business that is private and or that is sustained through Flying Start.

32. Details of other childcare provision available in the area if private clients needed to find an alternative.
33. Likelihood of other suitably registerable facilities in the area should the Council be required to find alternative provision for Flying Start childcare delivery in order to fulfil the childcare entitlement of all children and the consequences of not delivering childcare.
34. The scale of capital investment already made into premises.
35. Whether TUPE would be applicable due to the level of expenditure & client numbers.

## **Objective Reasons for the Proposed Commissioning Approach**

### **Capital Investment**

36. In supporting the requirements set out in the Flying Start guidance, the Welsh Government has made available to Local Authorities significant capital funding, to develop high quality, age appropriate facilities that exceed the CSSIW registration requirements.
37. The Welsh Government capital grant conditions stipulate that the Council is required to notify them in advance if it plans to sell, transfer, lease or otherwise dispose of all or any substantial part of the assets purchased as part of the purposes within ten years from the completion of the purposes; or if it plans to move all or any substantial part of the assets purchased as part of the purposes. The Council may be liable to pay all or part of the capital investment back should a change in supplier mean that the delivery point also changes.
38. Capital grants valuing approx. £10.2m have been used for building development, refurbishment and adaptation. They have also been used for fittings, furnishings and resources.
39. Flying Start childcare settings benefitting from this funding fall into the following categories:
  - i. Those co-located on school sites - Facilities which have been newly developed or refurbished to a high standard to support Flying Start childcare delivery (e.g. First Steps Windsor Clive, First Steps Trelai; Funstart St Mary the Virgin, Happy Days Adamsdown, Llanrumney Little People St Cadocs, Rumney Little People Greenway, Tiny Thompsons Herbert Thompson, St Francis, Flowering Shrubs/Blodau Bychain Bryn Celyn, Twinkle Stars Willows; Tiny Tigers Mount Stuart; Clych Meithrin Trelai Trelai Bowls Pavilion; St John Lloyd; Stacey Road -Caretakers house).
  - ii. Community buildings - Many of these are part of the Councils' strategic estate and have received significant funding towards building improvement so that they are fit for the provision of childcare (e.g. Powerhouse; Western Leisure Centre; Adamsdown Play Centre;

Riverside Play Centre; The Beacon Centre; St Mellons Learning & Enterprise Centre; Shirenewton Gypsy Traveller site;);

- iii. Privately owned buildings - These have also received building improvement funding (e.g. Salvation Army Ely; Woodville Road Playgroup Cathays); (Refer to values in Appendix 1)

40. Based on recent financial evidence of the development of new Flying Start Childcare Settings, the capital investment required by a new provider to establish a childcare setting to a quality standard beyond the minimum standards, would be substantial and as a result it would be unlikely that there would be market interest.

### **Cost**

41. Flying Start sets the financial levy per child per hour as part of the contractual terms and conditions, to enable sufficient places to be procured from within the available grant.
42. The levy set is just above the Cardiff hourly average for childcare and takes account of the Councils commitment to the living wage. Award of contract is therefore based on the providers' knowledge, experience and ability to deliver a quality service over and above the required National Minimum Standards, rather than on cost. There is therefore no financial advantage or disadvantage to the Council if an alternative method of tendering is implemented.

### **Quality**

43. All Flying Start childcare settings must be registered by Care and Social Services Inspectorate Wales (CSSIW) and local authorities must inform the Welsh Government where this is not the case or ceases to be so.
44. The Welsh Government guidance requires Local Authorities to appoint an Early Years Advisor or Teacher with the function to improve and sustain the quality of Flying Start childcare settings and to support Flying Start childcare staff.
45. The Advisory Teacher must have an understanding of the different needs and stages of development of young children, particularly differences between 2 and 3-year-olds and is employed to promote good practice among childcare staff so that the children are adequately prepared to enter the Foundation Phase. The guidance stipulates that the Advisor/Teacher should visit each Flying Start setting at least once a month to provide support and advice to the staff and agree a delivery plan.
46. Staff in contracted settings are required to undertake at least five days' Continued Professional Development (CPD) training per year, as designated by the Early Years Advisory Teacher. This training is in addition to any training requirements outlined in the CSSIW National Minimum Standards. Training is tailored to meet the needs of individual staff members and to ensure that all staff have the knowledge, skills, attitudes and understanding required for the job.

47. Whilst the location of each setting differs, all existing staff within contracted childcare settings have received significant and bespoke training as a result of being contracted by the Council, including;
- i. subsidised legal and regulatory training;
  - ii. continuous development opportunities related to service improvement and outcomes for children;
  - iii. specialised leader training
  - iv. equipment and quality resources to support implementation of training received
48. There are currently 230 childcare staff employed over 34 contracted Flying Start childcare settings. Between September 2012 and March 2016, these employees accessed circa 2,294 training places through the Cardiff Childcare Workforce Development and Accredited Centre. These places are fully funded through the Flying Start grant. The cost of these places amounts to £40,150 and is an investment to develop staff to support and improve children's capacity to meet and exceed their developmental milestones.

	Legal & Regulatory Places	Continuous Professional Development Places	Total No. of Bookings	Cost
<b>2015/16</b>	454	240	694	£6,940.00
<b>2014/15</b>	445	310	755	£19,200.00
<b>2013/14</b>	225	198	423	£7,770.00
<b>2012/13</b>	197	225	422	£6,240.00
			2294	£40,150.00

49. The improvement made in standards and provision across settings has been carefully and consistently monitored from the point of contract. The Infant Toddler Environment Rating Scale (ITERS) evidences a year on year improvement in practice by most providers, linked to the quality of support and training offered to staff.

### **Transition Arrangements**

50. Over the duration of the contract period providers have established relationships and practices with their feeder schools to support children's positive and successful transition into the Foundation Phase. The challenges for providers in establishing these relationships and the Advisory team in supporting these, cannot be under estimated, particularly where there are many schools that a single childcare setting feeds children into.

### **Community Cohesion**

51. All of the current contracted providers are well established, both within the facilities from which they operate and also within the Flying Start communities. Many employ individuals from the surrounding neighbourhoods, enabling trusting and valuable relationships to develop with Flying Start families. It is the nature of these relationships that promotes the importance to families of

the take up of the childcare offer and the subsequent regular and consistent attendance of Flying Start 2-3 year olds.

52. There are a small number of contracted providers that offer working Flying Start families privately funded 'wrap-around' or take fee paying non-Flying Start children in addition to those children funded through Flying Start. In this instance there is added value, as the Flying Start practice and approach to child development benefits all children, not just those eligible directly through the programme.

### **CSSIW Requirements**

53. Competitively re-tendering for some/all of the childcare places contracts will require any newly contracted provider, or an existing provider who is successful in contracting for a new setting, to register both the setting and their staff with the CSSIW. This process takes a minimum of 16 weeks, subject to all staff being suitably qualified and having completed all necessary DBS checks. Consideration of the application of TUPE regulations would also be required and if necessary negotiations brokered between existing and new contractors and trade unions about staff transfer, prior to any new service commencing.

### **Implications of Change of Contractor**

54. Childcare places are provided on a termly basis to coincide with school arrangements, therefore the timeline for ending current contracts, establishing new ones and ensuring continuity of service would need to be managed very carefully. Children are eligible to access Flying Start childcare for three terms from the term following their second birthday. Therefore, at any given time, depending on when changes to a provider are made, there would always be children seeking to continue their care in the existing setting for a further two terms. Whenever there is a change in service provider, there will inevitably be an element of disruption together with upset and distress for service users (parents and children).
55. A new contractor would present additional cost implications against the grant;
  - i. with the collection and re distribution of resources from existing contractors;
  - ii. for Council staff in brokering discussions between existing and new providers regarding any TUPE requirements;
  - iii. for Council staff in providing training to newly contracted staff to bring their knowledge in line with other established settings.
56. Undertaking a competitive tendering approach for all Flying Start childcare places could;
  - i. increase the risk of destabilising the workforce;
  - ii. reduce the continuity of care for vulnerable children;



- iii. reduce the local availability of Welsh medium places;
- iv. destabilise the quality of Flying Start childcare for a period of up to three years. New providers will require considerable investment, in order for non-TUPEd staff to attain the same level of knowledge and understanding reached by those currently contracted. On current evidence and experience, completely new providers have taken on average 3 or more years to do this.

### **Local Member consultation**

- 57. This proposal covers Lower Super Output Areas which cross multiple electoral wards and therefore local member consultation is not appropriate. The proposal does not require the carrying out of consultation under statute or at law or by some reason of promise or undertaking previously given by or on behalf of the Authority. Consultation has taken place with the cabinet member under which portfolio this work falls on 7<sup>th</sup> September 2016.

### **Reason for Recommendations**

- 58. Currently, 20 out of the 34 Flying Start settings are out of contract and this must be addressed in order to ensure compliance with the Council's Contract Standing orders and to ensure effective contract management arrangements can be put in place.
- 59. To ensure that the Council has sufficient provision for families wishing to take up the offer, whilst maximising continuity of service and minimising upheaval and disruption.

### **Financial Implications**

- 60. These contracts are to be funded from WG Flying Start Revenue Grant. Cardiff's grant allocation for 2016/17 financial year is £10.292 million. WG Flying Start Grant funding for 2017/18 and future years has yet to be confirmed and is therefore unknown at this stage.
- 61. The contract periods to be awarded in this report are for future financial years for which WG Flying Start Revenue grant funding has not been confirmed. There is a risk that should the grant funding levels for future financial years be reduced from current levels that there may not be sufficient funding to meet the Council's financial obligations in respect of these contracts.
- 62. In the event that this scenario materialises, either an alternative funding source would need to be identified to fund the remainder of the contract periods or the contracts would need to be able to be terminated at the point at which continuation of these contracts becomes financially unsustainable. Provision should be made within the contract agreements for this eventuality.
- 63. Several of the contracts are currently delivered by providers from sites which have received significant WG Capital Investment in recent years. If alternative providers are contracted to deliver from alternative sites then the Council may be liable under the terms and conditions of WG Flying Start Capital Grant to repay to WG all or part of the investment in facilities no longer used to deliver

Flying Start activities. This would be at the discretion of WG and a significant impact on the Authority's Capital Programme.

### **HR Implications**

64. Cardiff Council is not the employer of staff based at the Flying Start providers but recognises that the Transfer of Undertaking (Protection of Employment) Regulations 2006 (TUPE) may apply in this re-tendering exercise. The employers will need to consider the HR implications depending on the individual contracts; however, the Council remains committed to supporting this. Specific reference should be made to the possibility of staff transfers via TUPE during the procurement exercise, and parties should be encouraged to take independent legal advice.

### **Legal Implications**

65. See appendix 4 of the report. Appendix 4 is exempt from publication pursuant to Paragraph 16 of Part 4 of Schedule 12A to the Local Government Act 1972

## **RECOMMENDATIONS**

The Cabinet is recommended to:

1. Approve the proposed model for commissioning Flying Start childcare places for eligible Flying Start families, as set out in the body of the report and appendix 1 of the report;
2. Delegate authority to the Director of Education and Lifelong Learning in consultation with the Cabinet Member for Corporate Services & Performance, the Cabinet Member for Early Years, Children and Families, the Council's Section 151 Officer and the Director of Law and Governance;
  - a. to deal with all aspects of the procurement of Flying Start Childcare Services as set out in the report, up to and including the award of contracts;
  - b. to deal with all ancillary matters which pertain to the recommissioning proposals set out in this report, including, without limitation, making decision as to any direct award of contracts that may be required until the recommissioning arrangements are in place;
3. Approve the direct award of contracts for the provision of Flying Start Childcare services funded by the Flying Start Programme to each of the 13 existing providers named at Appendix 5, such contracts having a term of 3 years plus an option to extend for up to a further period of 12 months.

**NICK BATCHELAR**  
**Director**  
**4 November 2016**

*The following appendices are attached:*

- Appendix 1 Detail of proposed way forward for individual settings
- Appendix 2 Equality Impact Assessment
- Appendix 3 Maps of Flying Start Targeted Areas
- Appendix 4 – Exempt Legal Implications

*The following background papers have been taken into account*

- Welsh Government Flying Start Strategic Guidance
- Welsh Government Financial Management Guidance
- Welsh Government Quality Childcare Annex
- Cardiff Flying Start Infant & Toddler Environmental Rating Scale assessments of contracted providers
- Cardiff Flying Start contracted provider's 'Children's Wellbeing and Involvement' data
- Service Specification

**Detail of Proposed way forward for Individual Settings.****1. Proposed for Competitive Tender**

Due to the nature of these services being fully Flying Start or high % Flying Start funded and within a designated Flying Start building, it is proposed that these services be tendered.

336 places = £851,760.

<b>Contract No.</b>	<b>Name of Setting</b>	<b>Ownership of Operating Premises</b>	<b>Service Type</b>	<b>% Flying Start Funded</b>
7206CCC	First Steps Trelai	LA School & FS accommodation	FS only	100%
7207CCC	First Steps Windsor Clive	LA School & FS accommodation	FS only	100%
7208CCC	Funstart Playgroup	Diocese Church & FS Accommodation	FS only	100%
7210CCC	Happy Days Playgroup Adamsdown	LA School & FS accommodation	FS only	100%
7215CCC	Rumney Little People	LA School	FS & Private	71%
6452CCC	St Francis Parachutes	Diocese Church & FS Accommodation	FS only	100%
7220CCC	Tiny Thompsons Playgroup	LA School & FS accommodation	FS only	100%

The following services are variations on being fully Flying Start funded, a high % of Flying Start funded places or/and within designated Flying Start premises.

**2. Potential for Direct Award**

**2 a. Welsh Medium Provision – There are no other Welsh Medium options in the surrounding area.**

**92 places = £243,360**

<b>Contract No.</b>	<b>Name of Setting</b>	<b>Ownership of Operating Premises</b>	<b>Service Type</b>	<b>% FS/Private</b>
7195CCC	Cylch Meithrin Pili Pala	Private	FS & Private/Foundation Phase Provider	31%
9495CCC	Cylch Meithrin Trelai yr Ail (CM Caerau)	Private	FS & Private	60%
7204CCC	Cylch Meithrin Glan Morfa	LA School	FS & Private	40%
7203CCC	Cylch Meithrin Trelai	Council	FS & Private/Foundation Phase Provider	45%

**2 b. These settings have received a significant level of previous capital investment**

**100 places = £253,500**

<b>Contract No.</b>	<b>Name of Setting</b>	<b>Ownership of Operating Premises</b>	<b>Service Type</b>	<b>% FS/Private</b>
9497CCC	Fledglings Playgroup	Diocese Church	FS & Private	61%
Not available	Woodville Playgroup	Private	FS & Private	20%
9496 CCC	Buttercups Day Nursery	Private	FS & Private	5%
7211CCC	Llanrumney little People	Diocese School & FS Accommodation	FS & Private	76%

**2 c. There are no other options in the surrounding area & places are needed to fulfil Flying Start entitlement**

**75 places = £190,125**

<b>Contract No.</b>	<b>Name of Setting</b>	<b>Ownership of Operating Premises</b>	<b>Service Type</b>	<b>% FS/Private</b>
7191CCC	Pili Pala Day Nursery	Private	FS & Private/Wrap around service	31%
7218CCC	Salvation Army Rainbow Crèche	Private	FS & Private	75%
7217CCC	Rumney Tiny Tots	Private	FS & Private	21%
9958CCC	Fun House	Diocese Church	FS & Private	8%

2 d. This setting is able to provide wrap around provision – parental choice.

12 places = £30,420

<b>Contract No.</b>	<b>Name of Setting</b>	<b>Ownership of Operating Premises</b>	<b>Service Type</b>	<b>% FS/Private</b>
9498CCC	Darling Buds Day Nursery	Private	FS & Private	6%

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**

**Policy/Strategy/Project/Procedure/Service/Function Title:**

Flying Start Childcare Provider Procurement

**New/Existing/Updating/Amending:** New

**Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?**

Name: Avril Hooper

Job Title: Flying Start Operational Manager

Service Team: Flying Start

Service Area: Education

Assessment Date: 22/7/2016

**1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?**

Flying Start aims to improve outcomes for young children and their families living in specific identified areas of Cardiff which are considered to be 'disadvantaged'. As such the programme offers free high quality part time childcare to 2-3 year olds. This is currently a requirement to contract with providers to deliver the service. This will enable Flying Start to provide the best possible service to those who need it most – as identified by the Welsh Government.

**2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

Flying Start is a Welsh Government national programme of family support services, externally funded, aimed at creating positive outcomes for young children in the medium and long term. It is targeted at 0-4 year olds in the most disadvantaged communities and is a prescriptive programme, based on international evidence of what works. Flying Start brings together education, childcare, health and social services and combines the voluntary, private and statutory sectors to offer preventative interventions that influence child outcomes.

The Welsh Government has identified the percentage of Income Benefit Households within all Cardiff Lower Super Output Areas as a measure of 'disadvantage' and as such has a positive impact on families in the targeted areas. Flying Start has consulted with providers and shared information with other Local Authority areas.



### 3 Assess Impact on the Protected Characteristics

#### 3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

1. The Flying Start Programme is designed to target young children and their families. Undertaking a competitive tendering approach for all Flying Start childcare places could;
  - i. increase the risk of destabilising the workforce;
  - ii. reduce the continuity of care for vulnerable children;
  - iii. reduce the local availability of Welsh medium places;
  - iv. destabilise the quality of Flying Start childcare for a period of up to three years. New providers will require considerable investment, in order for non-TUPEd staff to attain the same level of knowledge and understanding reached by those currently contracted. On current evidence and experience, completely new providers have taken on average 3 or more years to do this.

**What action(s) can you take to address the differential impact?**

A direct award approach to some of the existing providers will ensure that such investment can continue to be built upon, ensuring consistency of service quality and continuity for children accessing the service. It will also negate the need for new investment to be made from scratch, necessary for any new provider at a time when grant allocations are being reviewed and reduced.

#### 3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment		X	
Physical Impairment		X	
Visual Impairment		X	
Learning Disability		X	
Long-Standing Illness or Health Condition		X	
Mental Health		X	
Substance Misuse		X	
Other		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There is no differential impact on the basis of disability, the programme provides specific support to those with additional needs.

**What action(s) can you take to address the differential impact?**

None necessary

### 3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
<b>Transgender People</b> (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

**What action(s) can you take to address the differential impact?**

### 3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		X	
Civil Partnership		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

**What action(s) can you take to address the differential impact?**

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**3.5 Pregnancy and Maternity**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy		X	
Maternity		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

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**What action(s) can you take to address the differential impact?**

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**3.6 Race**

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White		X	
Mixed / Multiple Ethnic Groups		X	
Asian / Asian British		X	
Black / African / Caribbean / Black British		X	
Other Ethnic Groups		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

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**What action(s) can you take to address the differential impact?**

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**3.7 Religion, Belief or Non-Belief**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist		X	
Christian		X	
Hindu		X	
Humanist		X	
Jewish		X	
Muslim		X	
Sikh		X	
Other		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There is no differential impact on the basis of religion, belief or non- belief.

**What action(s) can you take to address the differential impact?**

**3.8 Sex**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men		X	
Women		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

There is no differential impact on the basis of gender.

**What action(s) can you take to address the differential impact?**

**3.9 Sexual Orientation**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		X	
Gay Men		X	
Gay Women/Lesbians		X	
Heterosexual/Straight		X	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

**What action(s) can you take to address the differential impact?**

### 3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language	X		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The Project complies with the Welsh Language Standards (No 2) Regulations 2016 and Cardiff Council's Welsh Language Scheme. Health Visitors provide details of benefits of children attending Welsh Medium provision, and there are 6 Welsh medium Flying Start settings in various parts of Cardiff.

### 4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

None – the requirement to deliver Flying Start is a Welsh Government initiative aimed at tackling child poverty. There is specific guidance about what services can be offered and how these should be provided to support equality of access and provision.

## 5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	

## 6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.


## 7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Nia Beynon	Date:
Designation: Flying Start Advisory Teacher	22.07.2016
Approved By:	Avril Hooper
Designation:	Operational Manager
Service Area:	Education

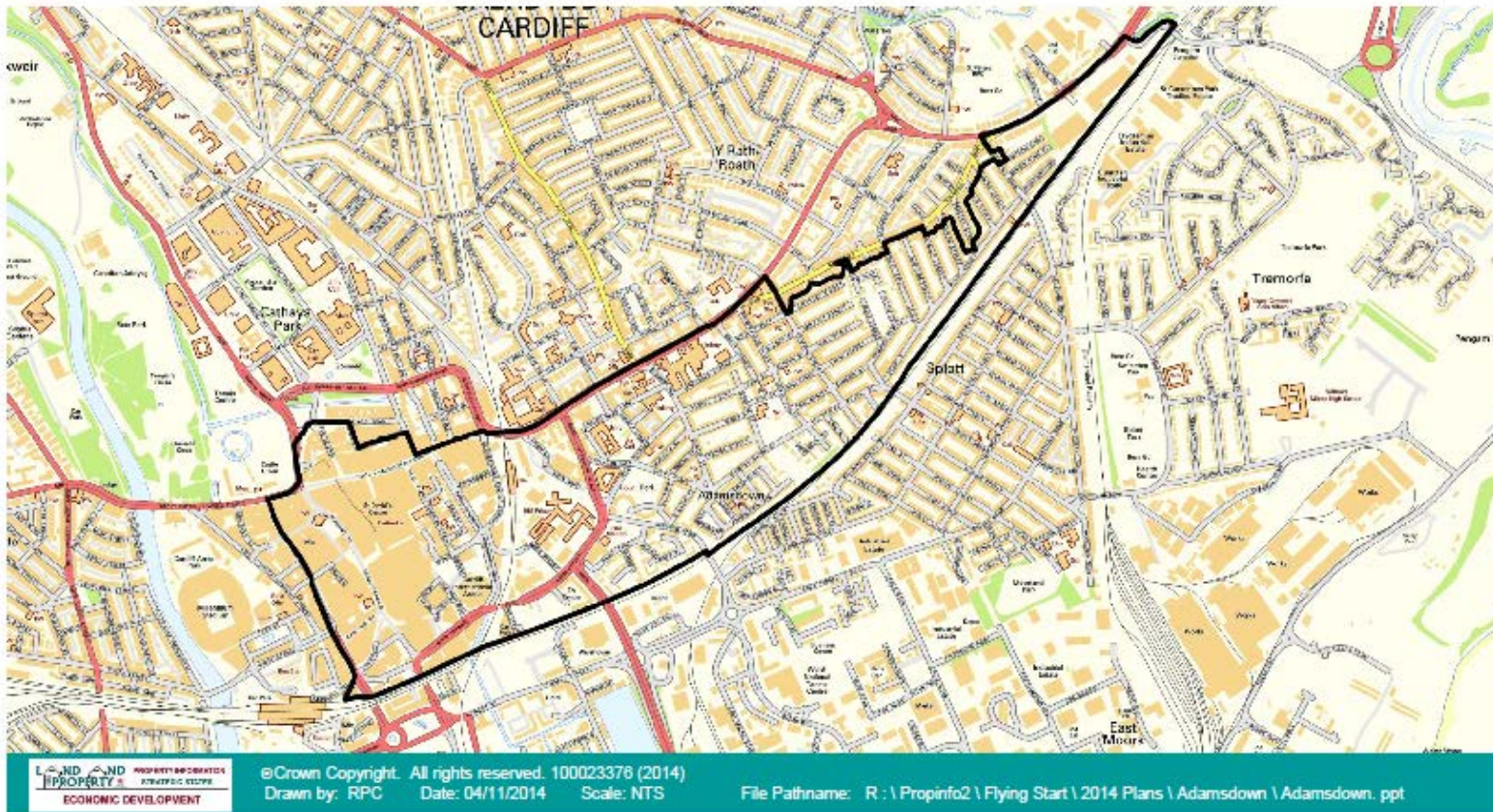
7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email [citizenfocus@cardiff.gov.uk](mailto:citizenfocus@cardiff.gov.uk)

 **Flying Start Adamsdown**  
ADM01, ADM02, ADM03, ADM04, Adamsdown Primary School Catchment



Flying Start eligible area is within the black boundary line.  
Residential properties only are eligible. Please check both the street name and the postcode on the reverse, only those listed are eligible.



 **Flying Start Butetown** 

BTN01, BTN02, BTN03, Mount Stuart & St Mary the Virgin Primary School Catchment

Flying Start eligible area is within the black boundary line.  
Residential properties only are eligible. Please check both the street name and the postcode on the reverse, only those listed are eligible.



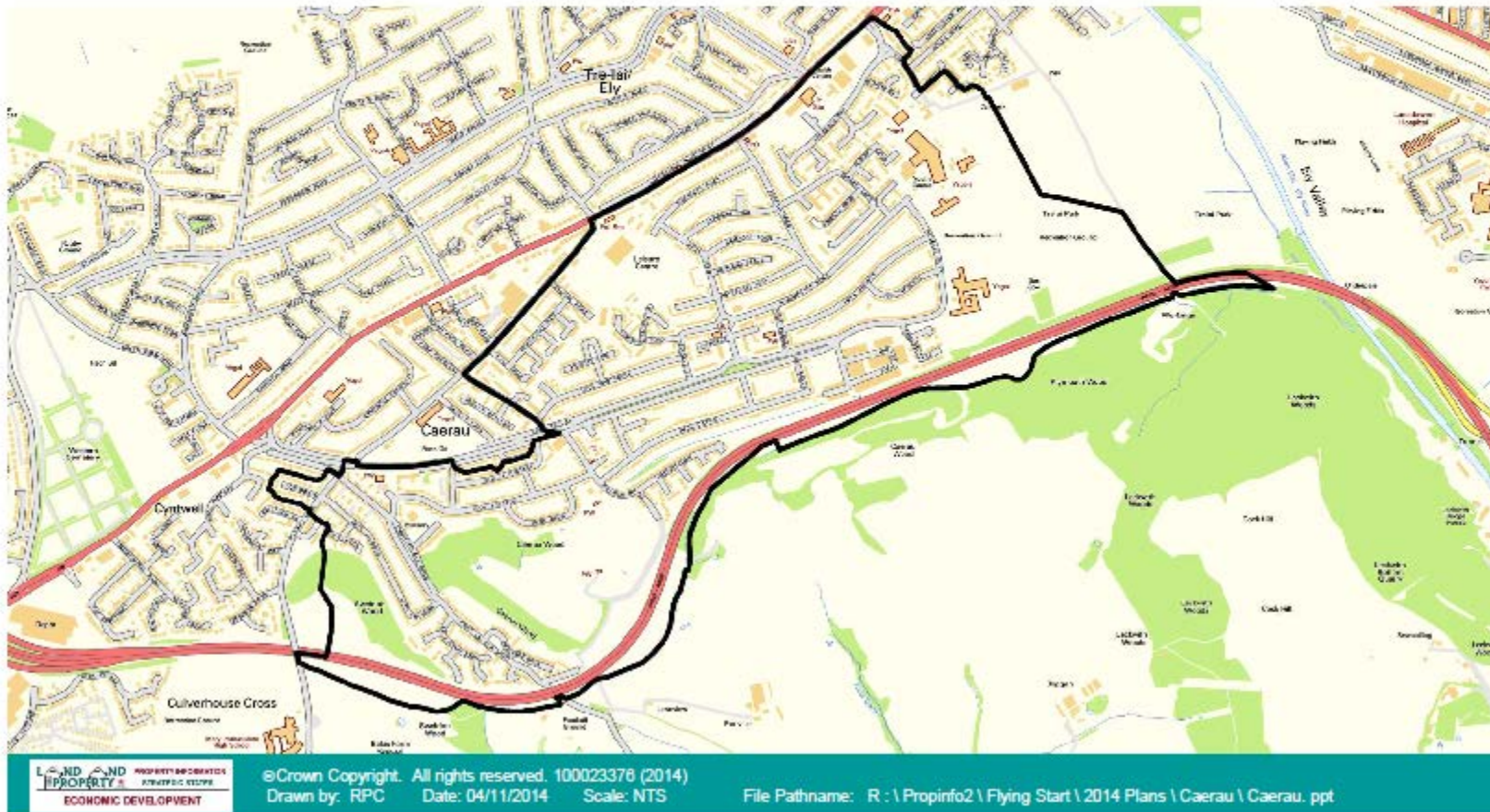
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 **Flying Start Caerau**  
CAE02, CAE03, CAE04, CAE06, Trelai Primary School Catchment



Flying Start eligible area is within the black boundary line.  
Residential properties only are eligible. Please check both the street name and the postcode on the reverse, only those listed are eligible.



 **Flying Start Ely**  
ELY01, ELY02, ELY03, ELY04, ELY05, ELY06, ELY08, ELY10, Herbert Thompson & Windsor Clive Primary School Catchment

 **CARDIFF  
CAERDYDD**

Flying Start eligible area is within the black boundary line.  
Residential properties only are eligible. Please check both the street name and the postcode on the reverse, only those listed are eligible.





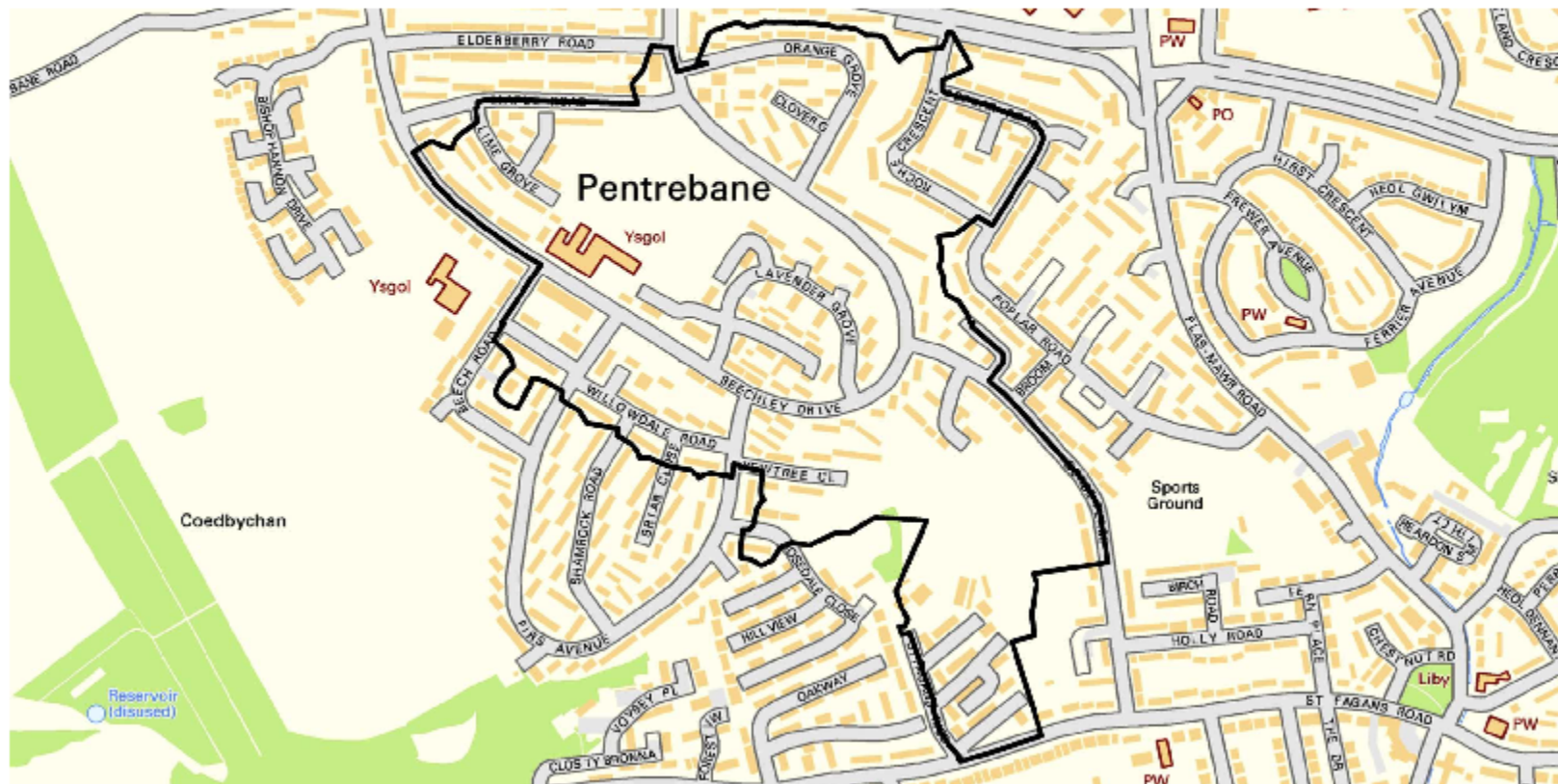
# Flying Start Fairwater

FAW05



Flying Start eligible area is within the black boundary line.

Residential properties only are eligible. Please check both the street name and the postcode on the reverse, only those listed are eligible.



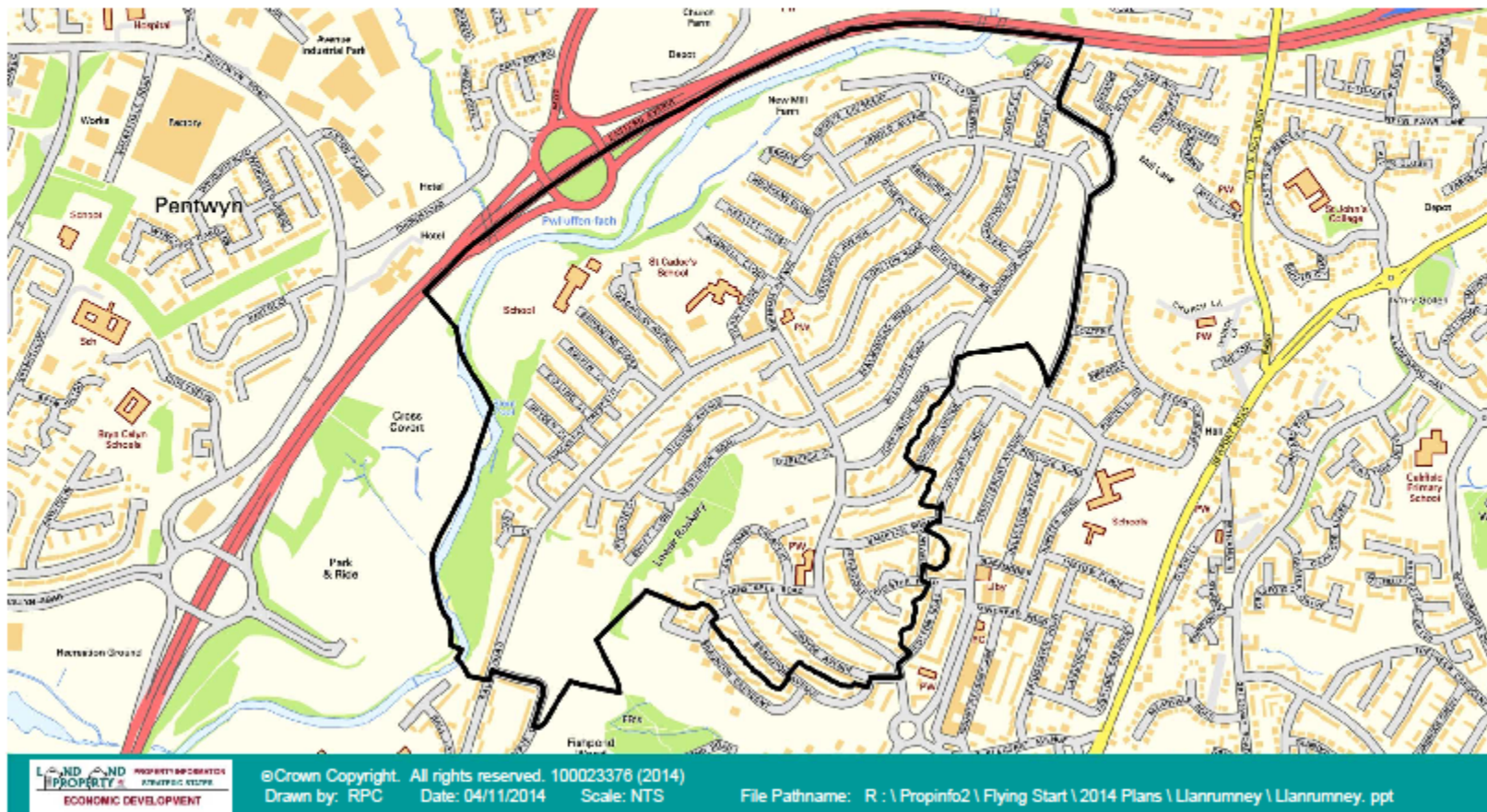
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 **Flying Start Llanrumney**  
LLR03, LLR06, LLR07, Glan Yr Afon Primary School Catchment

 **CARDIFF  
CAERDYDD**

Flying Start eligible area is within the black boundary line.  
Residential properties only are eligible. Please check both the street name and the postcode on the reverse, only those listed are eligible.





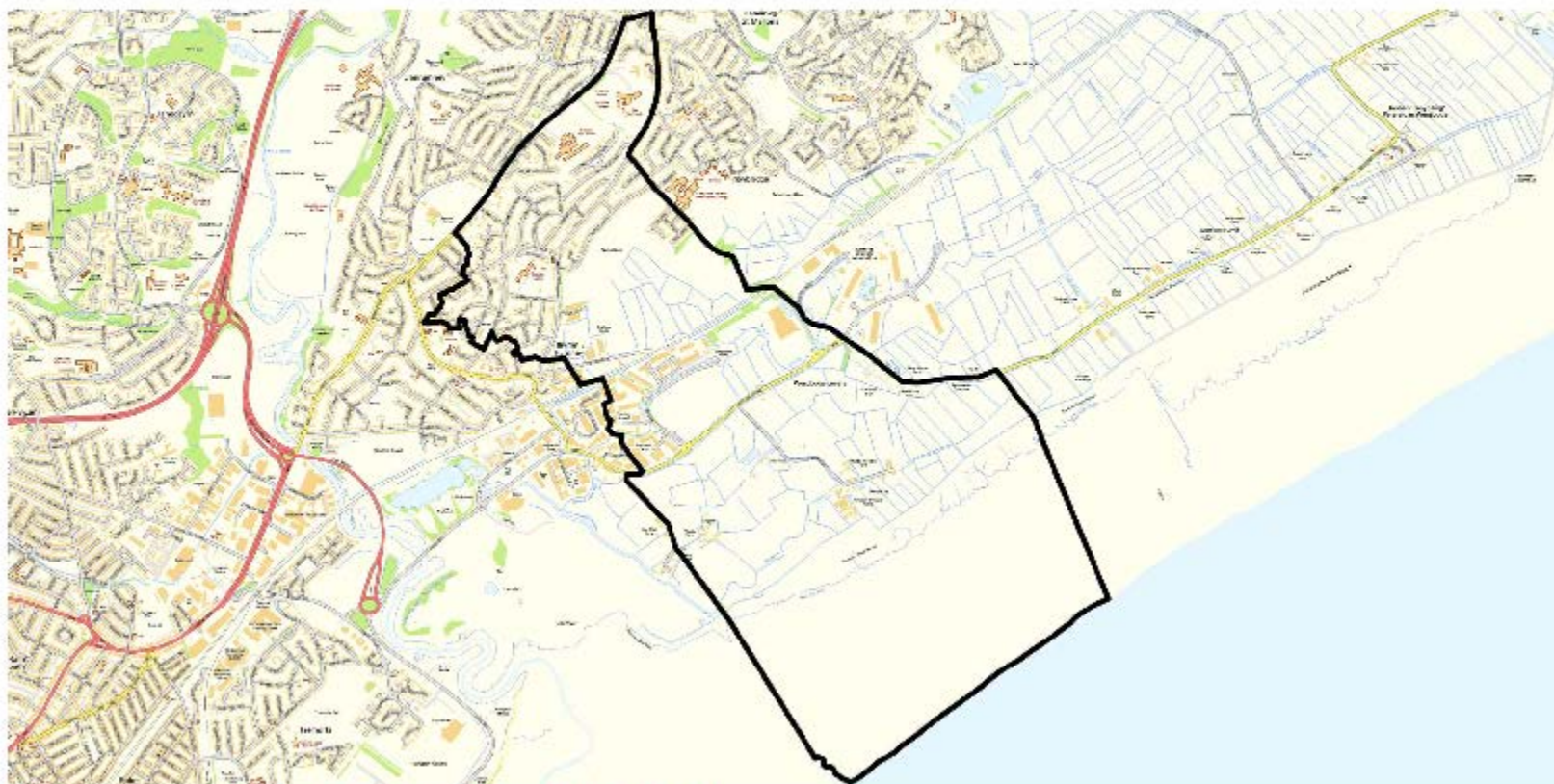
# Flying Start Rumney

RUM04, RUM05, RUM06, Greenway Primary School Catchment



Flying Start eligible area is within the black boundary line.

Residential properties only are eligible. Please check both the street name and the postcode on the reverse, only those listed are eligible.



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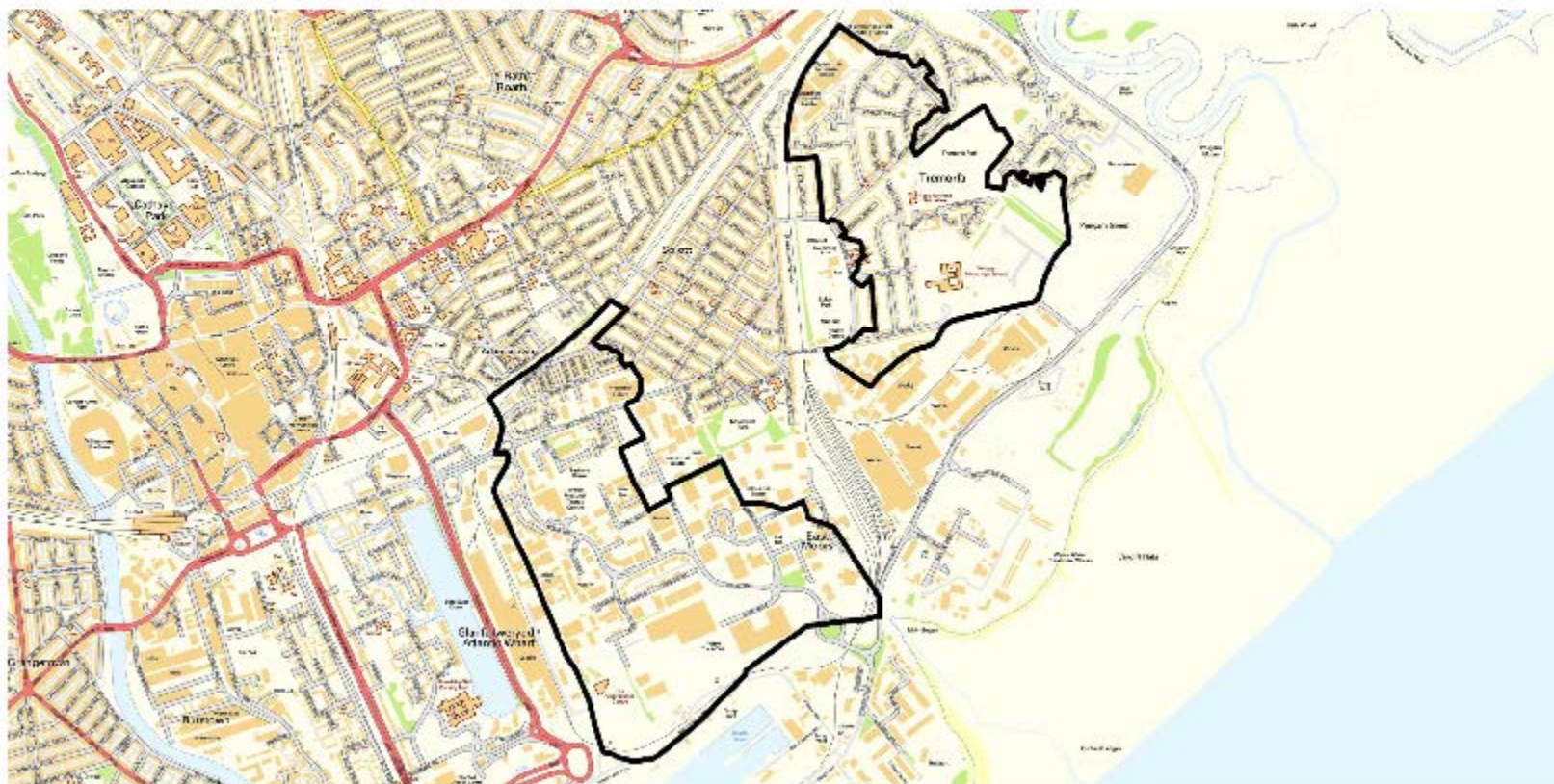
# Flying Start Splott

SPL03, SPL06, SPL08



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Residential properties only are eligible. Please check both the street name and the postcode on the reverse, only those listed are eligible.



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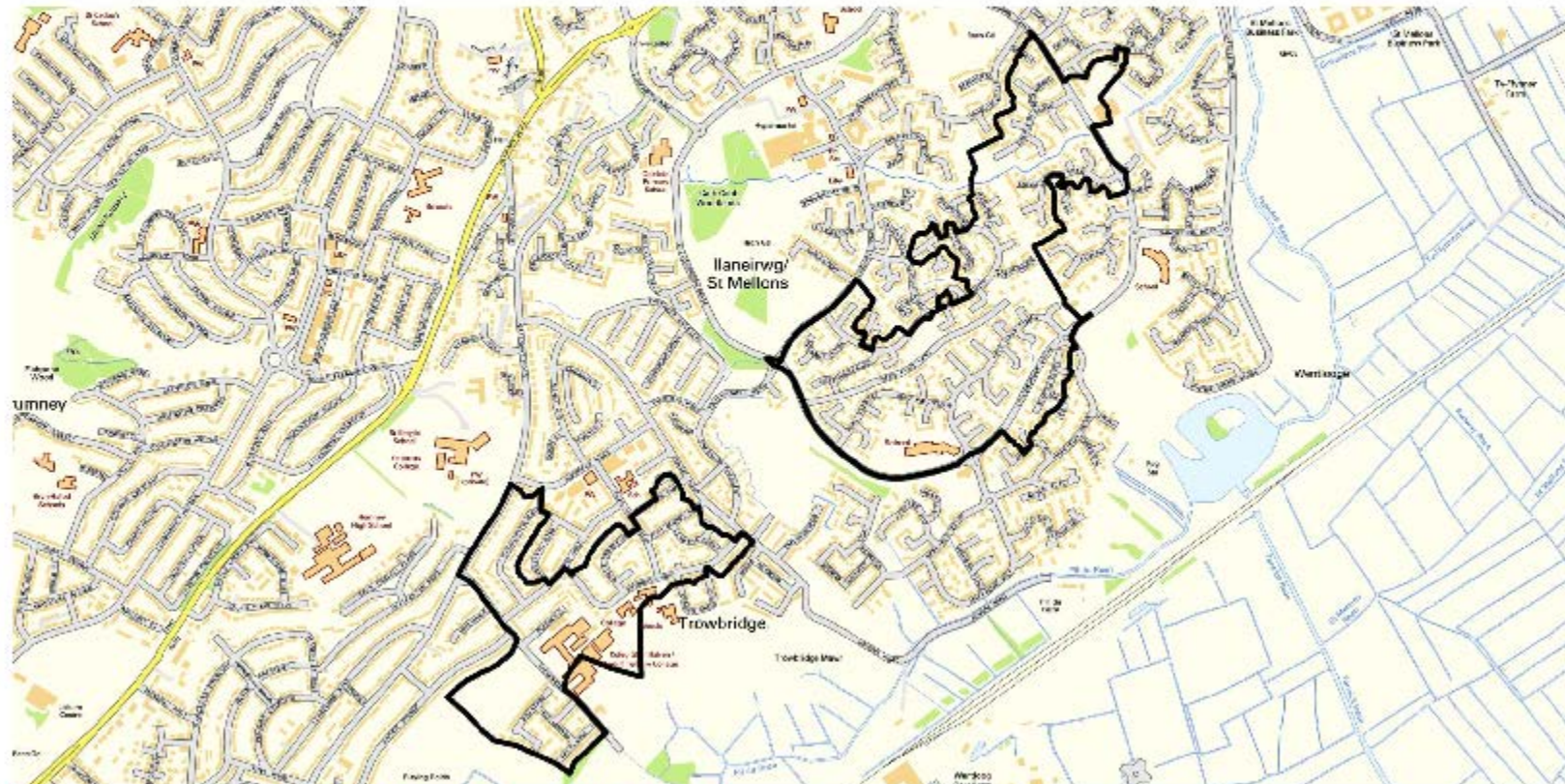
# Flying Start Trowbridge

TRW04, TRW08, TRW10



Flying Start eligible area is within the black boundary line.

Residential properties only are eligible. Please check both the street name and the postcode on the reverse, only those listed are eligible.



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Overall value of contracts proposed for Direct Award:

- a) Cylch Meithrin Pili Pala, for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £202,800;
- b) Cylch Meithrin Trelai yr Ail (CM Caerau) for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £243,360;
- c) Cylch Meithrin Glan Morfa for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £121,680;
- d) Cylch Meithrin Trelai for a period of 3 years with an option to extend for a further period of 1 year with an overall estimated value of £405,600;
- e) Fledglings Playgroup for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £324,480;
- f) Woodville Playgroup for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £81,120;
- g) Buttercups Day Nursery for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £40,560;
- h) Llanrumney Little People for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £567,840;
- i) Pili Pala Day Nursery for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £446,160;
- j) Salvation Army Rainbow Crèche for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £152,100;
- k) Rumney Tiny Tots for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £121,680;
- l) Fun House for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £40,560;
- m) Darling Buds Day Nursery for a period of 3 years with an option to extend for a further period of 1 year, with an overall estimated value of £121,680;