

CABINET MEETING: 19 APRIL 2018

WELSH GOVERNMENT 30 HOUR CHILDCARE OFFER

EDUCATION, EMPLOYMENT & SKILLS (COUNCILLOR SARAH MERRY)

CHILDREN & FAMILIES (COUNCILLOR GRAHAM HINCHEY)

AGENDA ITEM 5

REPORT OF DIRECTOR OF EDUCATION AND LIFELONG LEARNING

Reason for this Report

1. The purpose of this report is:
 - To inform Cabinet of the Welsh Government's 30 Hour Childcare Offer for 3 and 4 year olds ("the Childcare Offer");
 - To seek Cabinet approval for Cardiff to become an Early Implementer Local Authority (EILA) for the offer;
 - To seek Cabinet approval of the proposed approach and rationale for the prioritisation of wards for rolling out the offer across Cardiff.

Background

2. The Welsh Government's 2016-2021 Programme for Government, "Taking Wales Forward"¹, identifies the provision of free childcare as one of its main pledges.
3. Implementation of the offer is on a phased basis within and across local authorities. This means that as each Local Authority adopts the scheme it will initially only operate in a part of that Authority area, with expansion on a phased basis to include the whole Local Authority area. The Welsh Government intends to achieve full coverage across all local authority areas by the end of the Assembly term (2020-2021).
4. The Childcare Act 2006 places a duty on local authorities to "secure as far as is practically reasonable, sufficient childcare for working parents in their area"².

¹ <http://gov.wales/about/programme-for-government/?lang=en>

² <http://gov.wales/topics/people-and-communities/people/children-and-young-people/publications/wagc1308childcareact06/?lang=en>

5. The Childcare Offer provides eligible working parents of 3 and 4 year olds³ with 30 hours of funded early years education (Foundation Phase Nursery - FPN) and childcare per week, for up to 48 weeks a year. For Cardiff, this will consist of 12.5 hours of FPN and 17.5 hours of childcare per week during term time and 30 hours of childcare (9 weeks) non-term time.
6. The Welsh Government's primary policy aims of the offer are to:
 - enable more parents, particularly mothers to return to work;
 - increase the disposable income of those in work and help counteract poverty for those in low-paid jobs; and
 - increase child development and school readiness.
7. Parental eligibility during the early implementation stages is defined by two factors:
 - **Employment and Income** (set by Welsh Government).
 - Beneficiaries must be employed or self-employed and permanently reside in Wales;
 - Both parents must be working in a two parent family, or the sole parent in a lone parent family;
 - Earn a weekly minimum equivalent of 16 hours at the national minimum wage (NMW) or national living wage (NLW) and be able to prove they are working through their earnings;
 - Beneficiaries need to be resident in the wards designated for the roll out of the offer.
 - **Location** (for local decision).
 - Early Implementer Local Authorities (EILAs) are required to define the rationale for phasing in the offer over time across the authority, in consultation with the Welsh Government.
8. Only childcare providers registered with the Care Inspectorate Wales (CIW) who agree to the terms and conditions of the offer are able to provide places.
9. There is no requirement for the childcare to be located within the eligible wards or within the same local authority area. The selection of childcare is down to parental choice.
10. The funding level paid directly to participating childcare providers is set nationally at £4.50 per child per hour.
11. The Welsh Government rate enables participating providers flexibility to charge parents for additional services such as transportation, food and trips. Providers cannot charge additional fees to increase their hourly rate.
12. The role of the local authority in delivering the offer is set out in Annex A.

³ Children will receive the childcare element of the offer from the term after their third birthday, until offered a full time education place, usually the September after their fourth birthday
<http://gov.wales/docs/dsjlg/publications/cyp/170612-guidance-note-en.pdf>

13. The Welsh Government has invited Cardiff to become an EILA from April 2018. This is with a view to commence phased delivery of the offer by September this year.
14. As the capital city, one of the reasons for Cardiff's invitation to become an EILA is to test the levels of engagement of childcare providers who charge fees higher than the national rate. This is in case the rate is a barrier to achieving the offer across Wales.
15. The Welsh Government's approach includes exploring the possibility of regional working, with one local authority taking on the administrative role, with the other taking on the engagement responsibilities.
16. Early indications are that Cardiff could act as the administrative authority on behalf of the Vale of Glamorgan. This would involve Cardiff checking eligibility, processing applications and making payments to childcare providers from the Vale, as well as Cardiff. The Vale of Glamorgan Council would retain responsibility for promoting the offer to parents and engaging childcare providers in their area.

Rationale for prioritisation of wards for phasing in the offer

17. In line with the phased roll out of the offer, EILA's are required to develop an approach for implementation which can be used as the basis for initial delivery and further expansion as funding becomes available.
18. Data that shows the percentage of dependent children and number of three and four year olds living in working households claiming Working Tax Credits has been identified as a basis for phasing in the offer across Cardiff. This rationale would target families that are in work and who would be potentially eligible for the offer, but who are on lower incomes and due to this are able to claim Working Tax Credits.
19. Use of this data aligns with the Council's 'Capital Ambition'. It also supports the Welsh Government's aim "To increase the disposable income of those in work and help counteract poverty for those in low-paid jobs".
20. Annex B shows all wards in Cardiff ranked by the percentage of dependent children and number of three and four year olds living in working households claiming Working Tax Credits.
21. Subject to the amount of funding made available, the proposal is to start by working through this list in rank order. Using this approach would allow Cardiff to begin implementation in the 'southern arc', an area of deprivation but with significant numbers of in-work but low-income families.
22. The Welsh Government's request that Cardiff also tests the levels of engagement of childcare providers who charge fees higher than the national rate, requires a separate and diametrically opposed approach to that identified in paragraph 18. This approach requires focusing on the fee levels charged by

childcare providers, rather than the economic status of beneficiaries. Therefore, Cardiff requires two different approaches to phasing in the offer.

23. Applying the following rationale in addition to that stated in paragraph 18, would allow Cardiff to identify additional wards to test this out in the second phase of implementation (from January 2019). This would run in parallel to any further funded expansion using the Working Tax Credit rationale.

Available data was used to identify wards that:

- contain childcare providers who have reported fees above the national hourly rate of £4.50 per child per hour;
- contain high levels of childcare provision (supply of places and providers);

24. Annex C shows all wards in Cardiff ranked by the number of childcare settings reporting fee levels above the national rate together with the level of childcare places and providers.

Timescales

25. The Welsh Government has invited Cardiff to be an EILA for a proposed roll out from September 2018.
26. In order to offer childcare places from September, the application process will need to be open to eligible parents from June 2018. This only allows 3 to 4 months to establish the necessary systems for processing applications, checking eligibility, arranging payments and promoting the offer.

Local Member consultation

27. All elected members have received a briefing on the offer and the two rationales recommended for phasing this in across Cardiff. Of the responses received (4) all members are supportive of Cardiff becoming an EILA and the two rationales proposed for phasing in the offer. One member enquired about the sufficiency of childcare provision across Cardiff to meet demand for the offer in the longer term and two were interested in the likely number of beneficiaries in their specific ward.

Reason for Recommendations

28. To support the Capital Ambition in supporting families, by approving the two proposed rationales for implementing the offer.

Financial Implications

29. This report outlines a new initiative whereby eligible working parents will be able to access free childcare provision for up to 30 hours per week. Cardiff has been invited to be an early implementer authority in the next round of the roll out and the Welsh Government have confirmed that the costs of this provision, including support for children with special educational needs, will be fully funded from a specific revenue grant.

30. In addition to the cost of paying service providers, revenue costs will be incurred in relation to the significant administrative duties that the Council will need to fulfil. The Welsh Government have confirmed that these costs will also be fully funded via a specific grant, however it is critical that the full costs incurred are recovered and that the initiative does not result in the need for the Council to fund costs for which it does not have budget provision.

Legal Implications

31. The Childcare Act 2006 places a duty on local authorities to secure as far as is reasonably practicable, sufficient childcare for working parents in their area. In addition the Education (Nursery Education and Early Years Development and Childcare Plans (Wales) (Amendment) Regulations 2005 place a duty for local authorities to provide a free part time, good quality education place the term following a child's third Birthday. This initiative will assist in meeting this duty.
32. The Council also has to satisfy its public sector duties and obligations under the Equality Act 2010 (including the specific Welsh public sector duties). Pursuant to these legal duties, Councils must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. The Council must also not directly or indirectly discriminate against any pupil in its admission arrangements, this means that no pupil or group of pupils may be treated less favourably based on a protected characteristic. Protected characteristics are:
- Age
 - Gender reassignment
 - Sex
 - Race – including ethnic or national origin, colour or nationality
 - Disability
 - Pregnancy and maternity
 - Marriage and civil partnership
 - Sexual orientation
 - Religion or belief – including lack of belief
33. The Equality Impact Assessment specifically considers how the proposals may affect children with protected characteristics. The purpose of the Equality Impact Assessment is to ensure that the Council has understood the potential impacts of the proposal in terms of equality so that it can ensure that it is making proportionate and rational decisions having due regard to its public sector equality duty. The Council must have due regard to these obligations when this decision is taken to determine the admission arrangements.
34. In accordance with the Welsh Language (Wales) Measure 2011 and the Welsh Language standards, the Council also has to consider the impact upon the Welsh language any decision that it makes and in accordance with the Welsh in Education Strategic Plan, the Council must consider how it can promote Welsh medium education. This report reflects those requirements.

35. The Council must also consider its legal obligations under the Well-being of Future Generations (Wales) Act 2015 to think more about the long term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach.
36. If the Council agrees to operate the scheme in the ways outlined in Annex A, the Council will be required to comply with the Data Protection Act 1998 and any subsequent legislation relating to processing data including the General Data Protection Regulation. Although Childcare Providers will be required to register with the Council to be part of the scheme, they will still be required to comply with all of the requirements under the Children and Families (Wales) Measure 2010 and related regulations for their registration with Care Inspectorate Wales.
37. No formal grant documentation has been sent from Welsh Government at this stage. This will be scrutinised by legal when it is received. Any form of joint working with or on behalf of any other local authority will require a further decision to be made by the Council.

Equality Impact Assessment

38. An Equality Impact Assessment is attached as Annex D.

HR Implications

39. The resource requirements to support the implementation of the pilot will need to be fully assessed and the Council's Job Evaluation process will be used to determine the grades for any new posts that are required to support the delivery of the pilot.
40. Full consultation with trade unions will be required as part of the post creation process. Staff appointments will need to be supported by a thorough induction process with ongoing training and development opportunities for employees in the new roles.

RECOMMENDATIONS

The Cabinet is recommended to:

1. Approve Cardiff as an Early Implementer Local Authority for the 30-hour childcare offer.
2. Approve the two rationales cited in paragraphs 17-24 as the agreed approach to identifying the wards in which to phase in the offer, as funding is made available;
3. Delegate authority to the Director of Education to implement the offer using the two rationales cited in paragraphs 17-24.

Nick Batchelar

Director

13 April 2018

The following appendices are attached:

Appendix A: Local Authority Functions for Childcare Offer Pilot

Appendix B: List of Cardiff wards ranked by families with dependent children claiming Working Tax Credit

Appendix C: Data: Cardiff wards ranked by number of childcare settings reporting fee levels above national rate

Appendix D: Equality Impact Assessment

The following background papers have been taken into account

Childcare Offer Early Implementers

Guidance for Early Implementer Local Authorities

Technical Note of the funding rate for the Early Implementation of the Childcare Offer in Wales 2017/18

Capital Ambition

Cardiff 2020

The Well-Being of Future Generations (Wales) Act 2015

Appendix A: Local Authority Functions for Childcare Offer Pilot

Function	Requirements
Communications and promotion	Promote to and engage with childcare providers and potential eligible parents. Respond to enquiries via the Family Information Service
Pre-application Eligibility Check	Online assessment/self-assessment for potentially eligible parents to check if they can benefit from the offer based on their income and postcode
Application process	Online and paper application process. Welsh Government will set some information requirements to be collected via application
Self-declaration/Fair processing notifications	Will need to be checked to ensure compliance with the General Data Protection Regulation (GDPR)
Eligibility checking	Local authorities are required to check: <ul style="list-style-type: none"> - Proof of residency - Proof of earnings/Proof of employment - Proof of child's age and date of birth
Contractual guidance	Local authorities are required to produce guidance clarifying: <ul style="list-style-type: none"> - Details of the offer; FPN/childcare split - Full eligibility criteria including exemptions, exceptions, etc. - Applications processes for FPN and childcare - Clarification that the hours requested may not be available from or provided by the parents preferred provider - Clarification of where liabilities lie in respect of the contract between the parent and the provider - Confirmation that the parent is liable for childcare costs for provision outside of the parameters or over and above those provided by the offer
Information management	Local authorities will need to ensure data obtained through the application process is handled, received, stored, retained and ultimately disposed of
Database	Local authorities will need to develop a database to store, process and extract information required by Welsh Government for monthly and quarterly reports
Notifying parents	Local authorities are responsible for notifying parents in a timely manner of the outcome of their application; how to identify a participating provider; what to do if their provider is not participating in the offer; the process following confirmation of eligibility; the cost elements included in the offer; the contractual relationship between the parent and the provider

Provider contract	Providers are required to register as a participating provider with the local authority and agree to the terms and conditions of the offer. As this contract will define and govern the relationship between the local authority and the provider, including responsibilities; monitoring and evaluation requirements (including explicit reference to reporting to both the local authority and the independent evaluator as a pre-requisite of meeting the terms and conditions of the contract); liabilities; payments and reclaims, Legal and Audit colleagues as a minimum should be involved in their development
Provider processes	Establish processes by which providers can register, agree to the terms and conditions and advertise their delivery of the offer via the FIS. The processes must also be able to confirm the number of Welsh Government funded hours for each individual child and be able to reconcile this with the hours claimed by the parents ensuring this matches with and does not exceed the hours provided through the offer.
Provider payment	A system and process to pay providers will need to be established to register as a supplier, and submit invoices for monthly payment in advance and monthly monitoring information in arrears. The system must also allow the reconciliation of these to the satisfaction of internal audit mechanisms.
Re-checking eligibility	Systems are to be established to re-check the eligibility of existing beneficiaries on a termly basis. Although the majority of claimants will not be expected to re-submit a full application, or re-submit documentary evidence, a random spot check should be undertaken on a minimum of 20% of parents who re-confirm their eligibility. The timing of re-confirmations should take into account the 8 week temporary exemption period which would apply should a parent fall out of employment.
Re-claim process	Local authorities are the accountable body in respect of the grant and payments to providers (third party providers) and are responsible for ensuring that it is used for approved purposes and should take appropriate action to safeguard the funding provided through the grant. The local authority is responsible for retrieving funding in any case where the grant funding has not been used for approved purposes, where a parent who is not eligible/no longer eligible claims government funding under the offer or where a provider claims government funding under the offer incorrectly or inappropriately. A process for re-claiming any funds wrongly administered/fraudulently claimed under the offer will need to be established.
Code of practice on ethical employment in supply chains	Local authorities will be required to sign up to the Code, but there is no requirement for childcare providers to do so as the childcare contract is negotiated between the parent and the provider
Appeals	Agree a process for appeals. Welsh Government guidance identifies that this should be at officer level. If an appeal requires a policy decision not covered in the guidance, advice can be sought from Welsh Government
Audit requirements	Systems and procedures should be established to meet local audit requirements

Due diligence	Systems to safeguard the appropriate use of public money which satisfy themselves and the Welsh Government in terms of due diligence
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Appendix B: Cardiff wards ranked by % of dependent children living in a family claiming Working Tax Credit

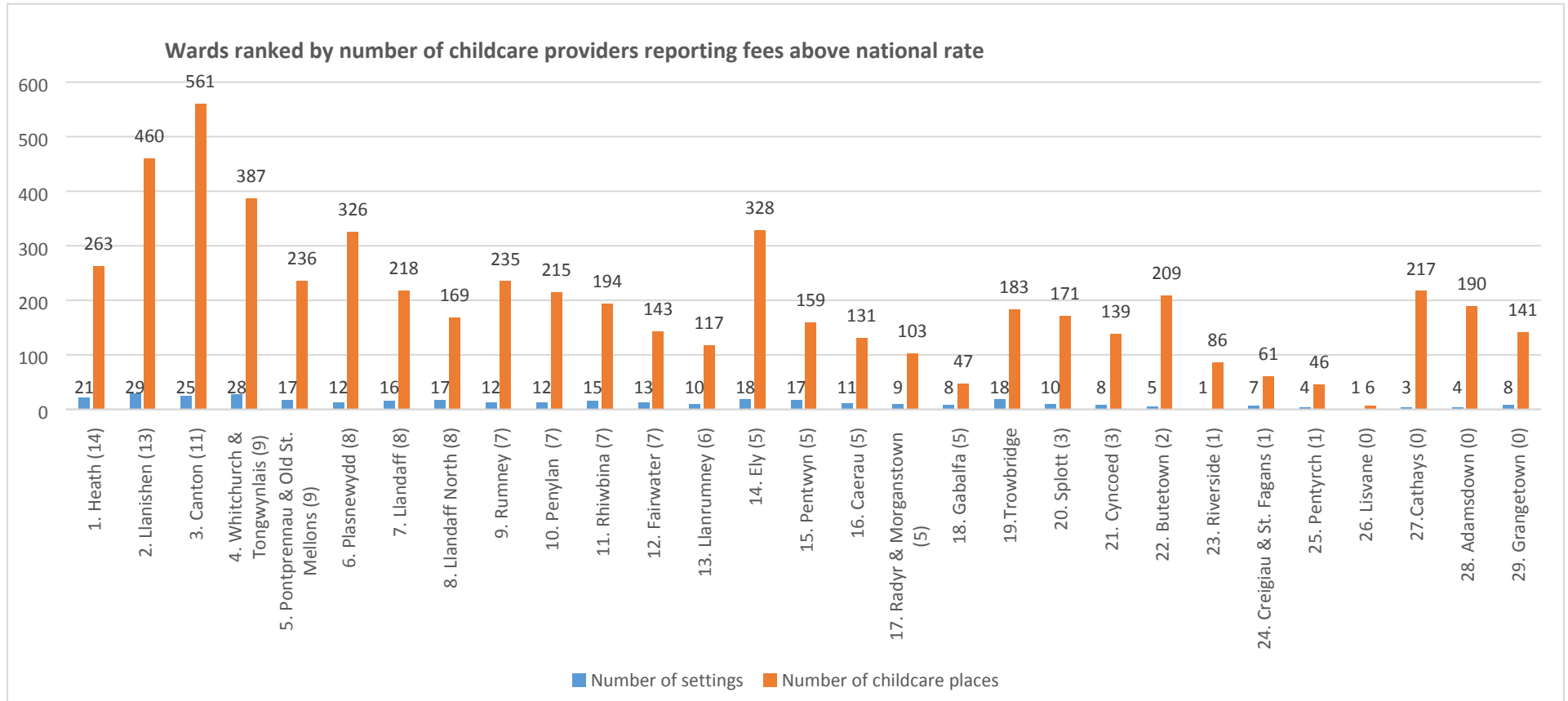
Estimated No. Children Aged 3-4 Living Within an In-work Family Claiming Working Tax Credit

Ward	% of Children that are living within an in-work family claiming WTC, 2015-16 [1]	Rank	Aged 3-4, Mid-2016	Estimated No. Aged 3-4 living within an in-work family claiming WTC	Cumulative No. Children Aged 3-4 living within an in-work family claiming WTC, Mid-2016
Grangetown	43.5	1	655	285	285
Butetown	40.4	2	235	95	380
Riverside	38.0	3	353	134	514
Adamsdown	36.4	4	262	95	610
Cathays	33.5	5	147	49	659
Plasnewydd	32.4	6	309	100	759
Caerau	32.1	7	395	127	886
Splott	30.9	8	441	136	1,022
Ely	30.6	9	596	183	1,204
Llanrumney	30.2	10	353	107	1,311
Fairwater	28.6	11	379	108	1,420
Gabalfa	28.5	12	144	41	1,461
Pentwyn	28.1	13	477	134	1,595
Trowbridge	27.9	14	581	162	1,757
Llandaff North	27.5	15	228	63	1,820
Rumney	26.3	16	234	62	1,881
Canton	23.6	17	365	86	1,968
Llanishen	20.1	18	449	90	2,058
Penylan	18.6	19	305	57	2,115
Pentyrch	16.2	20	77	13	2,127

Ward	% of Children that are living within an in-work family claiming WTC, 2015-16 [1]	Rank	Aged 3-4, Mid-2016	Estimated No. Aged 3-4 living within an in-work family claiming WTC	Cumulative No. Children Aged 3-4 living within an in-work family claiming WTC, Mid-2016
Pontprennau/Old St. Mellons	15.7	21	281	44	2,171
Whitchurch & Tongwynlais	14.6	22	386	56	2,227
Cyncoed	13.9	23	244	34	2,261
Heath	13.6	24	359	49	2,310
Radyr & Morganstown	13.4	25	210	28	2,338
Creigiau/St. Fagans	12.9	26	107	14	2,352
Llandaff	12.5	27	178	22	2,374
Rhiwbina	11.4	28	273	31	2,406
Lisvane	8.4	29	65	5	2,411

Appendix C: Cardiff wards ranked by number of childcare settings reporting fee levels above national rate

Graph 1: Wards ranked by number of settings reporting fee levels above the national rate



Key for each ward on the horizontal axis:

Format indicates: Rank: Ward Name: (Number of settings reporting fees above national rate). Where wards have the same number of settings reporting charging fees above the national rate, ranking is based on the number of childcare places in the ward

Appendix D: Equality Impact Assessment

CARDIFF COUNCIL
Equality Impact Assessment Corporate Assessment Template



Project: Welsh Government 30 Hour Childcare Offer (“the Offer”)
New Policy/Strategy/Project/Procedure/Service/Function

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?	
Name: Andy Senior	Job Title: Senior Childcare Business Support Officer
Service Team: Childcare Business Support Team	Service Area: Education/Achievement and Inclusion
Assessment Date: 27/03/2018	

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

The Welsh Government’s (WG) 2016-2021 Programme for Government, “Taking Wales Forward”⁴, identified the provision of free childcare as one of its main pledges. The Childcare Offer will provide eligible working parents of 3 and 4 year olds⁵ with 30 hours of funded early years education (Foundation Phase Nursery - FPN) and childcare per week, for up to 48 weeks per year by the end of the current government term (2020/21)

For Cardiff, this will consist of 12.5 hours of FPN and 17.5 hours of childcare per week during term time and 30 hours of childcare (9 weeks) non-term time.

The intention of the Welsh Government is a staged roll out across Early Implementer Local Authorities (EILAs), with partial coverage in most EILAs

The primary policy aims of the offer are:

- To enable more parents, particularly mothers to return to work;
- To increase the disposable income of those in work and help counteract poverty for those in low-paid jobs; and
- To encourage child development and school readiness.

⁴ <http://gov.wales/about/programme-for-government/?lang=en>

⁵ Children will receive the childcare element of the offer from the term after their third birthday, until offered a full time education place, usually the September after their fourth birthday
<http://gov.wales/docs/dsjlg/publications/cyp/170612-guidance-note-en.pdf>

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.]

Parental eligibility during the early implementation stages is defined by two factors:

- Employment and Income (set by Welsh Government).

- Beneficiaries must be employed or self-employed and permanently reside in Wales;
- Both parents must be working in a two parent family, or the sole parent in a lone parent family;
- Earn a weekly minimum equivalent of 16 hours at the national minimum wage (NMW) or national living wage (NLW) and be able to prove they are working through their earnings.

- Location (for local decision).

Early Implementer Local Authorities (EILAs) are required to define the rationale for phasing in the offer over time across the authority, in consultation with the Welsh Government.

As the capital city, one of the reasons for Cardiff's invitation to become an EILA is to test the levels of engagement of childcare providers who charge fees higher than the national rate. This is in case the rate is a barrier to achieving the offer across Wales.

Cardiff is one of a number of local authorities working with the Welsh Government to test out implementation of the national policy. Cardiff officers have been monitoring the implementation of the policy in other local authorities that have been identified in the first phase of the national roll out. This has included researching levels and patterns of uptake of the offer by both families and providers and the impact of the offer on children with additional needs.

In developing rationales for phasing in the offer across Cardiff that both fits with the Capital Ambition and Welsh Government objectives, data has been sought on;

- the percentage of dependent children living in families claiming working tax credit by ward, and
- the distribution of childcare providers reporting charging above the national rate set for the offer.

Data from the most recent Childcare Sufficiency Assessment and the Family Information Service has also been used to identify current levels of childcare provision across Cardiff.

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	✓		
18 - 65 years	✓		
Over 65 years	✓		

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

This policy has specifically been developed by the Welsh Government to benefit working parents with children aged 3 – 4. This initiative does not support parents with younger or older children, nor those with children aged 3-4yrs where the parent is not working or those parents who are working insufficient hours to meet the set eligibility criteria.

The requirement from the Welsh Government to phase in the rolling out of this initiative across local authority areas, with a view to full coverage by 2020, will mean that not all eligible families will be able to benefit from the offer from the start. The differential effect is not age related.

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

As the Welsh Government sets the criteria for eligibility and provides the funding to implement the offer, it is not possible to address any differential impact through this initiative.

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		✓	
Physical Impairment		✓	
Visual Impairment		✓	
Learning Disability		✓	
Long-Standing Illness or Health Condition		✓	
Mental Health		✓	
Substance Misuse		✓	
Other		✓	

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

Parents with a disability

The core eligibility criteria of the offer requires parents to be employed and earning the equivalent of 16 hours at the National Minimum Wage or National Living Wage.

The following statement is included in the guidance provided by the Welsh Government for local authorities, when judging eligibility of applications, as an exception to requiring both parents (in a two parent family) having to meet the earnings criteria:

“one parent is employed (and earning the equivalent of at least 16 hours at NLW or NMW per week) and one parent is disabled or incapacitated based on receipt of specific benefits;”

Lone disabled parents who are unable to work would not meet the exception above, and therefore would not be eligible for the offer

Children with a disability

The Welsh government has made available funding to support eligible children who have been identified as having additional needs.

Childcare providers delivering the offer will be able to access additional support via training, awareness raising, specialist equipment and/or additional staffing to ensure that they can offer a service to meet the identified needs of children with identified additional needs.

Parents will also be signposted to the Disability Index, which highlights a range of support services for families with a child with a disability

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

A separate funding mechanism is available to support access to the offer for children with ALN and/or disabilities.

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
Transgender People (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)		✓	

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

Access criteria are based around income/employment and location, regardless of gender.

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

None required

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		✓	
Civil Partnership		✓	

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

The guidance recognises many forms of relationships between ‘parents’.

In the guidance the term working parent refers to;

“parents and guardians, step-parents and long-term live in partners within a household.”

This is irrespective of their marital status.

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

Non required

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		✓	
Maternity		✓	

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

The guidance recognises and specifically identifies that in situations where both parents are employed (and earning the equivalent of at least 16 hours at NLW or NMW per week) but one or both parents are temporarily away from the workplace on parental, maternity, paternity or adoption leave, such families will be classed as eligible to benefit from the offer

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

Non required

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		✓	
Mixed / Multiple Ethnic Groups		✓	
Asian / Asian British		✓	
Black / African / Caribbean / Black British		✓	
Other Ethnic Groups		✓	

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

Research (e.g. Caring and Earning Among Low Income Caribbean Pakistani and Somali Families; Joseph Rowntree Foundation; 2014) indicates that attitudes towards childcare vary significantly across minority communities.

The role of cultural or religious preferences may have an impact on the uptake of formal childcare opportunities but not on whether families are eligible.

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

Data routinely collected and submitted to the Welsh Government will be reviewed to assess uptake from BME families.

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		✓	
Christian		✓	
Hindu		✓	
Humanist		✓	
Jewish		✓	
Muslim		✓	
Sikh		✓	
Other		✓	

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

All childcare settings are required to operate in a manner that is sensitive to religious, cultural and language needs. Parents are able to select childcare providers that meet their personal needs and preferences.

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

None required

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		✓	
Women		✓	

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

The offer is available to all parents who meet the eligibility criteria (income, location) irrespective of sex

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

None required

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		✓	
Gay Men		✓	
Gay Women/Lesbians		✓	
Heterosexual/Straight		✓	

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

All settings are required to operate in a non-discriminatory manner

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

None required

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	✓		

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

Positive: Parental choice of setting will allow eligible parents to utilise any Care Inspectorate Wales registered Welsh medium childcare provision that has signed up to deliver the offer.

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

The local authority will work alongside Mudiad Meithrin as the National umbrella body for Welsh medium childcare, to seek opportunities to develop more Welsh medium childcare provision to meet any unmet demand.

4. Consultation and Engagement

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

The Welsh Government has launched a ‘Talk Childcare’ campaign on behalf of local authorities, aimed at engaging all stakeholders in the conversation about the offer, eligibility criteria and implementation, TalkChildCare@gov.wales

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

Groups	Actions
Age	As the Welsh Government sets the criteria for eligibility and provides the funding to implement the offer, it is not possible to address any differential impact through this initiative.
Disability	A separate funding mechanism is available to support access to the offer for children with ALN and/or disabilities.
Gender Reassignment	None required
Marriage & Civil Partnership	None required
Pregnancy & Maternity	None required
Race	Data routinely collected and submitted to the Welsh Government will be reviewed to assess uptake from BME families.
Religion/Belief	None required
Sex	None required
Sexual Orientation	None required
Welsh Language	The local authority will work alongside Mudiad Meithrin as the National umbrella body for Welsh medium childcare, to seek opportunities to develop more Welsh medium childcare provision to meet any unmet demand.
Generic Over-Arching [applicable to all the above groups]	Data routinely collected and submitted to the Welsh Government will be reviewed to assess uptake of the offer and any barriers to access.

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 : Andy Senior	Date: 27/03/2018
Designation: Senior Childcare Business Support Officer	
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