

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Budget Saving Proposal

Essential Information
Name of Officer(s) completing this Template: Michael Roach
Designation(s): Head of Education
Directorate/Service: Education, Communities and Organisational Development
Date of Impact Assessment: 9/10/23
Name of Budget Saving Proposal (BSP) ¹ : Amend admissions policy – term after 3rd birthday

1. Does the BSP impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Care experienced; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	Y	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	Y	
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)	Y	
d. Council Plan 2023/28 ⁴ (see Section 8)	Y	

¹ Please attach the BSP to this Template

² [Fairer Scotland Duty: guidance for public bodies](#)

³ [Inverclyde Alliance Partnership Plan 2023/33](#)

⁴ [Council Plan 2023/28](#)

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

2. If 'yes' is selected for any part of Section 1, please populate the other relevant Sections of this Template.

3. Impact – Protected Characteristics			
Which of the Protected Characteristics will the BSP have an impact upon?			
Equality Target Group	Positive impact +	Neutral impact =	Negative impact -
Age			Y
Care experienced			Y
Disability		=	
Gender Reassignment		=	
Marriage and Civil Partnership		=	
Pregnancy and Maternity		=	
Race			Y
Religion and Belief		=	

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Sex			=
Sexual Orientation		=	
Other groups to consider <ul style="list-style-type: none"> • Carers • The Armed Forces Covenant Duty 		=	Y

4. Which parts of the Equality Duty will the BSP impact on?	
X	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
X	Advance equality of opportunity between people of different groups
<input type="checkbox"/>	Foster good relations between from different groups

5. Impact - Groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
Positive impact + <i>(Describe groups affected.)</i>	Negative impact - <i>(Describe groups affected.)</i>
<u>Funded providers; childminders:</u> Some funded providers and childminders may experience an upturn in business as a result of this BSP.	<u>Age:</u> Early years children would be impacted by this BSP because they would experience a delay in the start date at which children begin nursery. Those born later in the school session will subsequently receive a

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<p>smaller amount of funded hours/pro rata, however this is in line with the Scottish Government’s National Guidance.</p> <p><u>Care experienced</u>: There may be a disproportionate impact on care experienced children and their families and carers on low incomes as they would have their children at home for longer which may then affect their ability to work/return to work for example.</p> <p><u>Young carers</u> who provide help with looking after siblings may be affected by this proposal.</p> <p><u>Race</u>: Early years children from ethnic minority groups, would be impacted by this BSP because they would experience a delay in the start date at which children begin nursery. Those born later in the school session will subsequently receive a smaller amount of funded hours/pro rata, however this is in line with the Scottish Government’s National Guidance.</p> <p><u>Families and carers; Sex</u>: There may be a disproportionate impact on families and carers (the majority of whom tend to be female) on low incomes as they would have their children at home for longer which may then affect their ability to work/return to work for example.</p>
--	---

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

6. Impact – Fairer Scotland Duty

What impact will this BSP have on reducing inequalities of outcome caused by socio-economic disadvantage? *Please tick.*

Positive impact +	Neutral impact =	Negative impact -
Y		Y

Briefly describe how the BSP will impact on reducing inequalities of outcome.

Although this BSP falls within the statutory guidance, parents will receive less childcare than previously because of the later start date. The Scottish Government only provides funding from the term after a child’s 3rd birthday, so the current funding of places is an additional cost to the Council.

Removal of early access may delay the start date at which children begin nursery. Those born later in the school session will subsequently receive a smaller amount of funded hours/pro rata, however this is in line with the Scottish Government’s National Guidance.

The saving includes the amount paid for lunches for all children in both local authority and partner establishments and the additional fees paid to partner establishments for the time between the 3rd birthday and the starting date. This may have an impact on funded providers because the partnership will start later, although this may also result in private income increasing for funded providers and child minders.

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will this BSP impact on?

- | | |
|--------------------------|--|
| <input type="checkbox"/> | <p>Theme 1: Empowered people</p> <ul style="list-style-type: none"> • Communities can have their voices heard, and influence the places and services that affect them • Gaps in outcomes linked to poverty are reduced |
| <input type="checkbox"/> | <p>Theme 2: Working people</p> <ul style="list-style-type: none"> • More people will be in sustained employment, with fair pay and conditions • Poverty related gaps are addressed, so young people can have the skills for learning, life and work |

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<ul style="list-style-type: none"> • Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs
X	<p>Theme 3: Healthy people and places</p> <ul style="list-style-type: none"> • People live longer and healthier lives • Supportive systems are in place to prevent alcohol and drug misuse • Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change
X	<p>Theme 4: A supportive place</p> <ul style="list-style-type: none"> • Vulnerable adults and children are protected and supported, ensuring they can live safely and independently • We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery • Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm
X	<p>Theme 5: A thriving place</p> <ul style="list-style-type: none"> • Growth in our working age population by encouraging people to stay here, and attracting new people to settle here • Development of strong community-based services that respond to local need • Homes are energy efficient and fuel poverty is reduced • Increased use of active travel and sustainable transport options • Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities
<p>Briefly describe how the BSP will impact on the Inverclyde Alliance Partnership Plan 2023/33 Themes.</p> <p><u>Themes 3, 4 and 5:</u> as in Section 6.</p>	

8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the BSP impact on?

X	<p>Theme 1: People</p> <ul style="list-style-type: none"> • Our young people have the best start in life through high quality support and education • Gaps in outcomes linked to poverty are reduced • People are supported to improve their health and wellbeing • More people will be in employment, with fair pay and conditions • Our most vulnerable families and residents are safeguarded and supported
---	--

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

<input type="checkbox"/>	<p>Theme 2: Place</p> <ul style="list-style-type: none"> • Communities are thriving, growing and sustainable • Our strategic housing function is robust • Our economy and skills base are developed • We have a sufficient supply of business premises • Our natural environment is protected
<input type="checkbox"/>	<p>Theme 3: Performance</p> <ul style="list-style-type: none"> • High quality and innovative services are provided, giving value for money • Our employees are supported and developed
<p>Briefly describe how the BSP will impact on the Council Plan 2023/28 Themes.</p> <p><u>Theme 1:</u> as in Section 6.</p>	

<p>9. Evidence</p> <p>What evidence do you have to help identify any potential impacts of the BSP?</p> <p>Note: Evidence could include consultations, surveys, focus groups, interviews, projects, user feedback, complaints, Officers’ knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.</p>	
Evidence	Details
Consultation/engagement	<p>Budget Consultation 2024/26 Phase 1: This BSP was one of 5 included in the <i>Schools and Early Years</i> section of the survey⁵. It was ranked number 4 by respondents.</p> <p>Budget Consultation 2024/26 Phase 2: This BSP was one of 16 included in the Budget Consultation 2024/26 Phase 2⁶. It was ranked number 12 by respondents.</p> <p>Consultation has taken place with funded providers and childminders to inform the devising of this BSP and,</p>

⁵ Respondents were asked to rank the BSPs in order of importance: 1 = Most important and 5 = Least important

⁶ Respondents were asked to rank the BSPs in the order they most agreed with. 1 = BSP respondents supported most. 16 = BSP respondents supported the least

INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

	<p>specifically, the impact of children starting at different months of the year (i.e. seasonality).</p> <p>According to Clyde Conversations respondents, 99% were supportive of children starting nursery in the term of their 3rd birthday rather than the month of the 3rd birthday. 1% did not agree with this change to nursery admission.</p>
Research	<p>A consultation has taken place with the Association of Directors of Education in Scotland to establish whether other Councils are accepting children either the term after or the month of their 3rd birthday. From the information received, 17 out of the 28 Councils take children the term after their 3rd birthday.</p>
Officers’ knowledge and experience (including feedback from frontline staff)	<p>As in Section 6.</p> <p>Other Scottish local authorities are also considering similar BSPs to this one.</p>
Equalities monitoring data	<p>Approximate estimations of numbers based on information for 2023/24 applications:</p> <ul style="list-style-type: none"> • for children whose birthday falls in September, October or November – 141 would start in the January term; and • for children whose birthday falls in January or February – 67 would not start until the April term.
User feedback (including complaints)	
Stakeholders	
Other	
Are there information gaps and, if so, what are these?	



INVERCLYDE COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

10. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the BSP.

Although the policy will negatively affect the overall intent of ELC provision for children, provision will remain in line with National Entitlement and as such does not undermine Children’s Rights.

Details of the Person(s) who completed the Assessment:	Name: Michael Roach
	Position: Head of Education
	Date: 21/02/2024
Authorised by:	Name: Ruth Binks
	Position: Corporate Director – Education, Communities and Organisational Development
	Date: 21/02/24

Thank you for your assistance with the completion of this task.

Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer: karen.barclay@inverclyde.gov.uk.