

Equality Impact Assessment – Screening Form

For employees and/or communities

Action being taken

Which service and directorate are you submitting this for (this may not be your service and directorate):

Directorate: Education

Service: 0-19 Organisation & Planning

Team: School Organisation & Planning

Details of person undertaking the assessment

Your name: Emma Dean

Your Job Title: 0-19 Place Planning & Sufficiency Officer

Directorate: Education

Service: 0-19 Organisation & Planning

Team: School Organisation & Planning

Your phone: 01223 703514

Your email: emma.dean@cambridgeshire.gov.uk

Proposal being assessed: To establish a pseudo dynamic purchasing system (PDPS) for early years (EY) and childcare, which can be called upon when there is an identified need for provision which will operate in Council-owned premises.

Business plan proposal number:

Proposal details

Key service delivery objectives and outcomes *

Describe the objectives the service is working towards, and the current outcomes being achieved, to give context to your proposal. If this is a new service and these needs/objectives have never been met before, please state this instead of describing the current outcomes.

- To establish a new PDPS for providers of EY and childcare to join, who wish to run provision in Council-owned premises.
- To create a fair and consistent process for selecting the most suitable provider whilst minimising gaps in provision for Cambridgeshire's families.
- To ensure that the Council meets its statutory duty to provide sufficient EY and childcare place.

What is the proposal *

Describe what is changing and why

Cambridgeshire County Council has a number of EY and childcare providers operating from council-owned premises such as schools, community centres and libraries. Until now, the Council has tendered for these opportunities on an individual basis as and when they have arisen. However, this can be particularly time-consuming, and as a result, can mean a gap in provision whilst arrangements are made. This poses a risk to the Council who may be unable to meet its statutory duties to secure sufficient and suitable childcare to enable parents to work or to undertake education or training which could lead to employment.

For this reason, the Council has decided to adapt its process to instead launch a PDPS for providers of EY and childcare to join. There will be an application form which will be assessed by an officer panel with a breadth of expertise in place planning and sufficiency, EY and procurement. Those who are successful in joining the PDPS will then be made aware of opportunities as they arise. If they wish to be considered for those opportunities, they will need to complete a further short application to enable the Council to determine the provider to whom that opportunity will be awarded. This will create a more streamlined method of selecting the most suitable provider while minimising gaps in provision for Cambridgeshire's families.

What information did you use to assess who would be affected by this proposal? *

e.g. statistics, consultation documents, studies, research, customer feedback, briefings, comparative policies etc

The following documents were used:

- The Council's Education Organisation Plan
- The Council's Childcare Sufficiency Assessment
- The Council's Market Position Statement.

In addition, demographic data provided by sources including the Council's Business Intelligence team, and NHS Provide, and historical knowledge possessed by team members.

Are there any gaps in the information you used to assess who would be affected by this proposal? *

No.

Does the proposal cover *

All service users/customers/service provision in specific areas/for specific categories of user.

Which particular employee groups/service user groups will be affected by this proposal? *

The proposal will cover all EY and childcare providers countywide, in addition to those who don't currently operate in Cambridgeshire but hope to at some point in the future. It may also have a positive outcome for service users such as children and parents and indirectly could impact employers and schools.

It will affect all providers who have an interest in running EY education and childcare provision, or who already operate a service, in Council-owned premises and any parents' carers and children who use childcare settings.

Does the proposal relate to the equality objectives set by the Council's Single Equality Strategy? *

Yes.

Will people with particular protected characteristics or people experiencing socio-economic inequalities be over/under-represented in affected groups

About in line with population

Does the proposal relate to services that have been identified as being important to people with particular protected characteristics/who are experiencing socio-economic inequalities?

Yes.

Does the proposal relate to an area with known inequalities?

No.

What is the significance of the impact on affected persons? *

Anyone who does not have access to technology, or who is less confident with its use, may be reluctant or unable to apply to join the EY and childcare PDPS, without support. To overcome this, we will hold several virtual events for potential applicants to support them through the application process and using the website, and to encourage them to ask questions regarding the process.

Sufficient guidance will also be provided to ensure that all providers are aware of the changes to the Council's process and the timescales at which these will take effect. The 0-19 Place Planning Team have therefore publicised information in advance of these changes taking place through a variety of sources including the EY funding newsletter and Jigsaw magazine, to ensure that providers are informed of the changes well in advance. This will therefore minimise the impact on affected persons.

Category of the work being planned * Procurement

Will people with particular protected characteristics or people experiencing socio-economic inequalities be over/under-represented in affected groups *

Age – No concerns identified as the impact is expected to be positive in providing fair and consistent process for all employees.

Disability - No concerns identified as the impact is expected to be positive in providing fair and consistent process for all employees.

Gender reassignment - No concerns identified as the impact is expected to be positive in providing fair and consistent process for all employees.

Marriage and civil partnership - The proposed will not have a foreseeable negative impact on this group.

Pregnancy and maternity - The proposed will not have a foreseeable negative impact on this group.

Race - The proposed will not have a foreseeable negative impact on this group.

Religion or belief - The proposed will not have a foreseeable negative impact on this group.

Sex - The proposed will not have a foreseeable negative impact on this group.

Sexual orientation - The proposed will not have a foreseeable negative impact on this group.

Socio economic inequalities duty- The EY and childcare PDPS will be a digital service whereby all applications are made online. There is a reasonable assumption that individuals in financial difficulty may not have access to, or limited access to, technology used to make an application. However, it is expected that most EY providers/organisations applying will have access to the internet and it is expected that the majority of applications will be received from EY providers. Where individuals wish to apply, applications can be made online at a library. Therefore, it is believed that there is no disadvantage. There are no concerns identified in relation to rural isolation, the impact is expected to be positive in providing a fair and consistent process for all.


Approval

Note: if there is no information available to assess impact, this means either information should be sought so this screening tool can be completed, or information should be gathered during a full EIA.

I confirm that I have assessed that a full Equality Impact Assessment is not required.

Name of person who completed this EIA:	Emma Dean
Signature:	
Job title:	0-19 Places Planning and Sufficiency Officer
Date:	03.10.2022

I have reviewed this Equality Impact Assessment – Screening Form, and I agree that a full Equality Impact Assessment is not required.

Name:	Fran Cox
Signature:	
Job title: <i>Must be Head of Service (or equivalent) or higher, and at least one level higher than officer completing EIA.</i>	Head of Service
Date:	3.10.22