

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



Integrated Impact Assessment Form
Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Early Learning and Childcare Funding Rate
Completion Date	15/11/2022
Completed by	Magnus Inglis
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Type of Initiative:

- Policy/Strategy
- Programme/Plan
- Project
- Service
- Function
- Other Revised payment rate to funded providers for ELC.....
- New or Proposed
- Changing/Updated x
- Review or existing

1. Briefly describe the policy/proposal you are assessing.

This report refers to a revised funding rate for funded early learning and childcare (ELC) paid to funded provider settings and childminders. Based on the current rate the 2022/23 budget for these payments is £6.544m.

2. What will change as a result of this policy?

The funding rate as per the table below. The figures include the payment for meals. The recommendation is to have one rate for both funded provider settings and childminders.

	Current	Proposed	% diff
2 year olds	£6.90	£6.90	-
3-5 year olds	£5.71	£6.42	12.40%
Total additional cost (Aug 22 - Mar 23)	£411,118		

3. Do I need to undertake an Integrated Impact Assessment?

High Relevance	Yes/no
1. The policy/ proposal has consequences for or affects people	Yes
2. The policy/proposal has potential to make a significant impact on equality	No
3. The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	Yes
4. The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
5. The policy/proposal has little relevance to equality	Yes
6. The policy/proposal has negligible impact on the economy	No
7. The policy/proposal has no/ minimal impact on the environment	Yes
<p>If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.</p>	

If you have answered yes to 1, 2, or 3 above, please proceed to complete the Integrated Impact Assessment.

If you have identified that your project will have a significant environmental impact (4), you will need to consider whether you need to complete a Strategic Environmental Assessment.

4. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	There are approximately 1,200 children of each year of age in Midlothian. Around 13% of 2 year olds in Midlothian are eligible for and take up Good Time to be Two funding, all 3-5 year olds are eligible and almost all take it up, and around 160 children defer entry to Primary 1 and remain in funded ELC.
Data on service uptake/access	<p>Flexibility and choice are two of the four cornerstones of the expansion to 1140 hours of funded ELC.</p> <p>The current delivery model at almost all council settings is sessional, with the times and days broadly aligning with schools (e.g. 9am to 3pm, 5 days a week, 38 weeks a year).</p> <p>Most funded providers are open all year, for longer hours each day (e.g. 7:30am to 6pm) and offer parents the choice to purchase additional hours.</p> <p>Most of the 2 year old children places are at funded providers (including childminders).</p> <p>Around a third of 3-5 year olds (including deferrals) take up places at funded providers (including childminders).</p>
Data on quality/outcomes	Under the National Standard, all providers must meet quality standards to be a funded provider, whether they are council, private, third sector or a childminder.
Research/literature evidence	As per above.

Service user experience information	Around 37% of funded ELC hours are delivered by funded providers.
Consultation and involvement findings	<p>IPSOS MORI was commissioned to carry out a survey of funded providers to establish the cost of delivery of childcare and to analyse the findings. The survey of funded provider settings was carried out in February and March 2022 and childminders in June and July 2022.</p> <p>A survey of parents and carers was carried out February/March 2022. 34% of respondents had or intended to have their child at a partnership setting, 4% at a childminder and 5% a blended setting (which may include time at either a partnership setting or a childminder).</p> <p>Of the 311 responses, when asked what factors were important when choosing an ELC setting (more than one answer could be selected) 101 said hours available suit my work and 91 hours available suit my home/family.</p> <p>When asked if there was a type of provider missing from their area 47 said playgroups, 40 said childminders, 29 said private nurseries, 17 community nurseries and 7 said family learning centres.</p> <p>More flexibility of hours and choice of setting were common requests.</p> <p>37% of respondents' first choice of pattern was full year rather than school year.</p> <p>39% of respondents' preference was for longer days.</p> <p>The council early years team has regular meetings with the funded provider owners and a representative group of the providers.</p>
Good practice guidelines	Funding Follows the Child: Funding follows the child and the national standard for early learning and childcare providers: interim guidance - update March 2021 - gov.scot (www.gov.scot)

	<p>Funding follows the child and the national standard for early learning and childcare providers: guidance for setting sustainable rates from August 2020</p> <p>Funding follows the child and the national standard for early learning and childcare providers: guidance for setting sustainable rates from August 2020 - gov.scot (www.gov.scot)</p>
Other (please specify)	
Is any further information required? How will you gather this?	No.

5. How does the policy meet the different needs of groups in the community?

	Issues identified and how the strategy addresses these
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<p>Equality Groups</p> <ul style="list-style-type: none"> ❑ Older people, people in the middle years, ❑ Young people and children ❑ Women, men and transgender people (includes issues relating to pregnancy and maternity) 	<p>No disproportionate benefit or detriment identified.</p> <p>Setting a rate that is sustainable for funded providers will ameliorate the risk of financially well run settings having to close or reduce the hours/days of provision as a result of financial constraints.</p> <p>Setting the rate too low rate will put pressure on providers and may lead to reductions in the number of places in Midlothian, reducing flexibility and choice, and lead to children either being unable to get a place or getting a place outwith their local area or at times that do not suit their family circumstances. As the council has a legislative duty to ensure there are ELC places available to eligible children, alternative provision would need to be made, and this may be at greater cost to the council (for example increased staff costs, building running costs, construction costs for new or extended facilities), reducing the funds available to be used for other services.</p> <p>Setting the rate too high will lead to unnecessary expenditure by the council, reducing the funds available to be used for other services.</p> <p>If the rate set is not sustainable (either too high or too low) and the flexibility and choice of provision is reduced this is likely to have a greater effect on women, particularly female single parents, and particularly those with children attending ELC and school in different locations.</p> <p>A significant majority of the ELC workforce is female therefore women would be disproportionately negatively affected by the closure of any funded providers.</p>
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<ul style="list-style-type: none"> <input type="checkbox"/> Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) <input type="checkbox"/> Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) <input type="checkbox"/> Refugees and asylum seekers <input type="checkbox"/> People with different religions or beliefs (includes people with no religion or belief) <input type="checkbox"/> Lesbian, gay, bisexual and heterosexual people <input type="checkbox"/> People who are unmarried, married or in a civil partnership 	<p>A reduction in choice may have a greater impact upon some people with a disability if they are unable to get an ELC place locally.</p> <p>As the majority of GTTB2 places are at funded providers, a reduction in places with them would disproportionately impact upon those who are entitled to a GTTB2 place: those with lower incomes; certain disability benefits; care experienced children and parents/carers.</p> <p>No disproportionate benefit or detriment identified.</p> <p>No disproportionate benefit or detriment identified.</p> <p>No disproportionate benefit or detriment identified.</p> <p>No disproportionate benefit or detriment identified.</p> <p>No disproportionate benefit or detriment identified.</p>
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<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> <input type="checkbox"/> Unemployed <input type="checkbox"/> People on benefits <input type="checkbox"/> Single Parents and vulnerable families <input type="checkbox"/> Pensioners <input type="checkbox"/> Looked after children <input type="checkbox"/> Those leaving care settings (including children and young people and those with illness) <input type="checkbox"/> Homeless people <input type="checkbox"/> Carers (including young carers) <input type="checkbox"/> Those involved in the community justice system <input type="checkbox"/> Those living in the most deprived communities (bottom 20% SIMD areas) <input type="checkbox"/> People misusing services <input type="checkbox"/> People with low literacy/numeracy <input type="checkbox"/> Others e.g. veterans, students 	<p>If the rate set is not sustainable (either too high or too low) and the flexibility and choice of provision is reduced this is likely to have a greater effect on women, particularly female single parents, and particularly those with children attending ELC and school in different locations.</p> <p>As the majority of GTTB2 places are at funded providers, a reduction in places with them would disproportionately impact upon those who are entitled to a GTTB2 place: those with lower incomes; certain disability benefits; care experienced children and parents/carers.</p>
<p>Geographical communities</p> <ul style="list-style-type: none"> <input type="checkbox"/> Rural/ semi rural communities <input type="checkbox"/> Urban Communities <input type="checkbox"/> Coastal communities 	<p>Some of the providers are located in areas where there is no council provision close by, therefore setting an unsustainable rate may disproportionately affect semi-rural communities.</p>

6. Are there any other factors which will affect the way this policy impacts on the community or staff groups?

Not identified.

7. Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

Yes, the funding rate is paid to funded provider settings and childminders who deliver funded early learning and childcare. The settings are privately owned or third sector and childminders are almost all self-employed.

8. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

The rate set will be notified to funded providers by email and at provider meetings. We are in regular communication with funded providers through these routes and no requests for additional or alternative methods of communication have been received previously.

The rate is paid directly by the council to providers or via the SCMA to childminders for hours delivered and parents are not involved in payments.

9. Please consider how your policy will impact on each of the following?

Objectives	Comments
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	Setting a sustainable rate at the right level will retain the existing range of flexibility and choice for ELC available in Midlothian, and may increase it if providers are able to increase their offer, places or expand/additional childminders come into partnership with the council.
Promotes good relations within and between people with protected characteristics and tackles harassment	Not anticipated to positively or negatively impact upon this objective.
Promotes participation, inclusion, dignity and self control over decisions	Not anticipated to positively or negatively impact upon this objective.

Builds family support networks, resilience and community capacity	Not anticipated to positively or negatively impact upon this objective.
Reduces crime and fear of crime	Not anticipated to positively or negatively impact upon this objective.
Promotes healthier lifestyles including <ul style="list-style-type: none"> <input type="checkbox"/> diet and nutrition, <input type="checkbox"/> sexual health, <input type="checkbox"/> substance misuse <input type="checkbox"/> Exercise and physical activity. <input type="checkbox"/> Lifeskills 	Not anticipated to positively or negatively impact upon this objective.
Environmental	
Reduce greenhouse gas (GHG) emissions in East Lothian/Midlothian (including carbon management)	If the rate is set too low funded providers will need to reduce their places/hours or may close, reducing options to parents and carers and increasing travel distances to get to another setting. Depending on the method of transport used, this could increase the need to travel and greenhouse gas emissions.
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms of transport	

Improves the physical environment e.g. housing quality, public and green space	
Economic	
Maximises income and /or reduces income inequality	<p>Funded provider settings in Midlothian are, at this time, all either privately owned individually, part of small chains or are local third sector organisations, and it is expected that the workforce will predominantly live within a small geographical area. The childminders all operate within Midlothian. Therefore the hours of ELC delivered by funded providers and the funding paid for them supports local businesses, charities, self-employed childminders and the workforce of Midlothian (both directly through employment in the childcare sector and indirectly through childcare places enabling employment, study and training).</p> <p>One of the principles of the National Standard for ELC is that funded providers pay the staff involved in delivering funded ELC the real Living Wage. Setting the funding rate at the correct level will enable this.</p>
Helps young people into positive destinations	
Supports local business	
Helps people to access jobs (both paid and unpaid)	
Improving literacy and numeracy	
Improves working conditions, including equal pay	
Improves local employment opportunities	

10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person
The council must balance setting the sustainable rate at a level that meets the costs of funded providers while also minimizing the cost to the council. Setting it too low will result in increased costs to the council in meeting its statutory duty through				

other means, setting it too high will commit funds that would otherwise be used to provide other services.				

11. Sign off by Head of Service

Name: Fiona Robertson
Date: 01 November 2022