



Equality Impact Assessment (EqIA) of Budget Proposals

Name of Budget Saving	Review Early Years Contracts
Department and service area	Education
Completion Date	31/01/18
Lead officer	Grace Vickers

Aims and Objectives

The Council contracts Midlothian Sure Start to provide Early Learning and Childcare places for eligible 2 year olds and deliver a range of early years support services to families. These contracts are to be reviewed to identify savings that could be realised. The proposal notes current expenditure of:

- Early Years family support service contract currently totals £0.608m
- Early Learning and Childcare 2 year old places totals £0.468m

The review has a proposed savings target of an additional £10k in 2018/19 by removing the inefficiencies in the current contracts. This is in addition to the proposed saving of £50k from the Sure Start contract.

1. Does the proposed budget saving affect people?

Yes

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No

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2. What is/are the reason(s) for your proposed budget saving?

The early years family support service contract will be extended for one year on condition of a change to the 2 year old contract term and a reduction to the contract values in line with proposed savings. By changing the contract term, the support service contract will be aligned with the 2 year old contract which will allow the council to tender this contract in 2019. The impacts and outcomes of these services will be scrutinised throughout 2018/19 so that an efficient, outcome focussed service can be commissioned in 2019 that realises further savings.

3. Impact

Which of the protected characteristics* will the proposed budget saving have an impact upon?

Equality Target Group*	Positive Impact	Negative Impact	Relevant evidence/information
Age	A review of services and fees paid to Sure Start will ensure best value for the Council, thereby ensuring that the right services are delivered to the right children and their families, and reduce or remove the need to achieve budget reductions from other services to children.		The proposed budget saving for 2018/19 should be managed by Midlothian Sure Start by reducing inefficiencies within their current service. This includes strengthening its links with the Council to develop a parenting pathway and reducing the number of 2 year old funded places at Paradykes as alternative provision exists in the area.
Disability	As above.	Children with a disability could be disproportionately negatively impacted if the services offered to families by Midlothian sure start is reduced.	Any proposed changes produced by the review should be assessed to establish potential impact and mitigating steps taken if necessary, for example support for families with children with a disability could be prioritised.
Gender Reassignment			No disproportionate affect identified.
Marriage & Civil	As above.		

Partnership			
Pregnancy and maternity	As above		No disproportionate affect identified.
Race			No disproportionate affect identified.
Religion or Belief			No disproportionate affect identified.
Sex	The increase in childcare workforce required for the implementation of 1,140 hours will require a rebalancing of gender in the workforce.		<p>Nationally 97% of ELC workers are female.</p> <p>The Scottish Government has announced funding to ensure childcare workers are paid the living wage. While the details of the scheme are awaited, this should ensure that staff pay does not reduce.</p> <p>The expansion to 1,140 hours will require a substantial increase in the workforce.</p> <p>As a result of these two ameliorating factors no disproportionate affect identified.</p>
Sexual Orientation			No disproportionate affect identified.

4. How will the implementation of the proposed budget saving be communicated to those affected by any changes?

Meetings will be held with Sure Start and the Midlothian Sure Start Board to discuss the review and

identify opportunities for savings.

Information published by Midlothian Council can be provided on request in many of the community languages and also in large print, Braille, audio tape or BSL. For more information, please contact the Equality, Diversity and Human Rights Officer on 0131 271 3658 or equalities@midlothian.gov.uk

5. How will you monitor the impact of the changes proposed? When is the budget due to be reviewed?

ELC services are inspected by the Council and Care Inspectorate to ensure quality is maintained.

There will be quarterly monitoring of the support service contract to ensure that the provider is achieving the expected impacts and outcomes. The budget will be reviewed following the end of the contract in 2019.

6. Please use the space below to detail any other matters arising from the Equality Impact Assessment (EqIA) process.

Any proposed changes produced by the review should be assessed to establish potential impact and mitigating steps taken if necessary.