Kent County Council
Equality Analysis/ Impact Assessment (EqIA)

Directorate/ Service: Children, Young People and Education / Early Years

Name of decision, policy, procedure, project or service: Payments to Early Years Providers for the Free Education Entitlement

Responsible Owner/ Senior Officer: Simon Pleace, Finance Business Partner for Children, Young People and Education

Version: 2

Author: Simon Pleace, Finance Business Partner for Children, Young People and Education

Pathway of Equality Analysis: Meeting with Head of Service & Director

Summary and recommendations of equality analysis/impact assessment.

- **Context**
  Each year KCC pays Early Years Providers around £65m for providing Early Years Education as part of the Governments free entitlement offer to parents. This is funded from the Dedicated Schools Grant. All Local Authorities have been asked by the Department for Education to consult on the timeliness of payments to providers. The DfE believe we should consider moving to a monthly payment process from 1 September 2018. We believe that our current payment process is more advantageous from a cash flow perspective.

- **Aims and Objectives**
  To seek the views of Early Years providers on whether they would like to move to a monthly payment process from 1 September 2018 or retain the current arrangements.

  We do not see any adverse impact from these proposals on any of the protected groups. We will review responses to the consultation and analyse these to see if our assessment is correct, and if not consider what alternative action may be necessary.

- **Summary of equality impact**
  At this stage we believe this proposal to have no adverse impact on any of the protected groups as the amount of funding that each provider receives is not changing. This consultation concerns administration processes around the timing of payments only.

**Adverse Equality Impact Rating** Low
Attestation
I have read and paid due regard to the Equality Analysis/Impact Assessment concerning Payments to Early Years Providers for the Free Education Entitlement. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service
Signed: Alex Gamby
Name: Alex Gamby
Job Title: Head of Early Years and Childcare
Date: 12 March 2018

DMT Member
Signed: Matt Dunkley
Name: Matt Dunkley
Job Title: Corporate Director of Children, Young People and Education
Date: 12 March 2018
Part 1 Screening

We do not currently have workforce data to complete this screening exercise, so it is difficult to determine whether there will be any adverse impact from changing the payment cycle on any of the protected groups. We are asking a specific question as part of the consultation concerning what will be the impact of the change in the payment cycles on the financial viability of your provision. We will review the responses and update the screening once the consultation has closed.

<table>
<thead>
<tr>
<th>Protected Group</th>
<th>Please provide a brief commentary on your findings. Fuller analysis should be undertaken in Part 2.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High negative impact</td>
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<tr>
<td></td>
<td>EqIA Screen</td>
</tr>
<tr>
<td>Age</td>
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<tr>
<td>Disability</td>
<td>unknown</td>
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<td>Gender</td>
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<td>Gender identity/Transgender</td>
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<td>Race</td>
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<td>Religion and Belief</td>
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<td>Sexual Orientation</td>
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<td>Pregnancy and Maternity</td>
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<td>Marriage and Civil Partnerships</td>
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<tr>
<td>Carer’s Responsibilities</td>
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Updated 22/03/2018

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# Equality Impact Analysis/Assessment Action Plan

<table>
<thead>
<tr>
<th>Protected Characteristic</th>
<th>Issues identified</th>
<th>Action to be taken</th>
<th>Expected outcomes</th>
<th>Owner</th>
<th>Timescale</th>
<th>Cost implications</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>Analyse consultation responses to ascertain whether proposal will have no adverse impact on protected groups</td>
<td>Post consultation analysis Analysis by protected characteristic of respondents</td>
<td>Better understanding of proposal by protected groups</td>
<td>Alex Gamby</td>
<td>End of July 2018</td>
<td>none</td>
</tr>
</tbody>
</table>

## Have the actions been included in your business/service plan?
No

Please forward a final signed electronic copy and Word version to the Equality Team by emailing diversityinfo@kent.gov.uk

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published.

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

Updated 22/03/2018