



## Equality Impact Assessment

### What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Wraparound Childcare Programme
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	The national wraparound childcare programme is part of the childcare reforms announced at the 2023 Spring Budget. The government's ambition is that by 2026, all parents and carers of primary school-aged children who need it will be able to access term time childcare in their local area from 8am-6pm, so that parents can access employment and improve labour market participation.
Description of the service/policy/project/project phase	There are currently 426 Primary and all through schools in Hampshire, 231 with full wrap around provision, 184 with partial provision and eleven with none. Delivery is currently provided as follows: Breakfast Clubs: School led 58%, private, voluntary and independent (PVI) on school site 32%, schools where children access a community provision 10% After School Clubs: School led 40%, PVI on school site 42%, schools where children access in the community 18%
New/changed service/policy/project	Hampshire County Council have been awarded a total of £5.889m to expand wraparound provision. The funding period will run from September 2024 until April 2026, and is for schools and local authorities to introduce or expand childcare provision on either side of the school day and enable them to test flexible ways of providing childcare and gather evidence of what works. The government expects that most schools will be able to deliver wraparound childcare that is self-sustaining from the end of the funding period. The County Council are considering a variety of funding opportunities to best support schools and providers to deliver wraparound childcare. These could include: devolved fixed rate funding to schools, a fixed rate grant, a variable rate grant, a training and support package or a combination of these. The DfE grant funding will allow existing out of school childcare provision/clubs to grow/collaborate and stabilise and for new provision including collaborations to be arranged at schools which currently have nothing. The funding allows for delivery to be done in whichever way is most suitable for the location which could be in a cluster/collaboration model or schools developing working relationships with childminders.

Engagement

This EIA supports an Executive Lead Member for Children's Services decision report on 20 February 2024

A survey has been undertaken with local schools to understand the existing level of wraparound provision. Engagement has taken place with some school headteachers, including special educational needs schools.

The DfE are expected to release further information on the programme in January, after which further communications will be circulated. Engagement is also planned with Academy schools. Briefings have been arranged for the District Headteachers meetings alongside a series of webinars for Heads, Governors and providers in the New Year.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Positive
Rationale	Primary aged children of families/carers will benefit from the wraparound childcare programme as it develops services that supports primary aged children. Children will be able to access term time childcare in their local area from 8am-6pm enabling parents to work a full day with travel time. The childcare market is a mixed economy and some provision is for vulnerable families. Whilst government's aim of wraparound targets support to working parents the programme will help to strengthen delivery and access for others.
Mitigation	

### Disability

Impact on public	Positive
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Impact on staff	Neutral
Rationale	<p>Funding supports all parents and carers of primary school aged children who need it. The programme will deliver provision that is child centred, easily accessible, and responds to the needs of families, including those of children with special educational needs and disabilities (SEND).</p> <p>An early issue has been cited regarding children who use statutory school transport, because they cannot walk to school due to their special educational needs and disabilities or other mobility problems. School transport covers only a journey from home to school and is not able to deliver children to other childcare provision. This may adversely affect accessing wraparound childcare for these specific cohorts of children where parents do not have transport solutions beyond the school transport facility. The wraparound funding will be used to explore and test flexible ways of providing childcare for these cohorts of children.</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There is no identified impact based on gender reassignment and therefore the impact has been assessed as neutral.</p>
Mitigation	

## Pregnancy and Maternity

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Impact on public	Positive
Impact on staff	Neutral
Rationale	Funding supports all working parents and carers of primary school aged children who need it. The programme will deliver provision that is child centred, easily accessible, and responds to the needs of families, with a greater range of childcare options for parents/carers in this category.
Mitigation	

## Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on race and therefore the impact has been assessed as neutral.
Mitigation	

## Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	

	There is no identified impact based on religion or belief and therefore the impact has been assessed as neutral.
Mitigation	

## Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on sex and therefore the impact has been assessed as neutral.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on sexual orientation and therefore the impact has been assessed as neutral.
Mitigation	

## Marriage and Civil Partnership

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Impact on public	Neutral
Impact on staff	Neutral
Rationale	There is no identified impact based on marriage and civil partnership and therefore the impact has been assessed as neutral.
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	The Wraparound programme links to employment of parents and the government's childcare choices tax free childcare. The ambition is that the greater number of wraparound childcare places at primary schools will enable parents/carers to consider employment and training opportunities and move off of benefits.
Mitigation	

## Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	Families living in rural areas currently find access to wraparound childcare locally more difficult. The DfE funding is for schools and LAs to introduce or expand childcare provision where there is an identifiable need and enable them to test flexible ways of providing

childcare. Rural childcare is likely to require greater collaboration/cluster models of delivery and schools developing stronger partnerships with childminders and other local groups as well as creative ways to develop active travel or community transport solutions.

Mitigation

Geographical Impact:All Hampshire

## Equality Statement

### Additional information:

Further information on the wraparound programme can be found at [Wraparound childcare: guidance for local authorities](https://www.gov.uk/government/publications/wraparound-childcare-guidance-for-local-authorities)(https://www.gov.uk/government/publications/wraparound-childcare-guidance-for-local-authorities)

### Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00531

Date of production of EIA for publication: 10/01/2024