

Integrated Impact Assessment - Summary Report

Audit Risk level

(Risk level will be added by Equalities Officer)

Each of the numbered sections below must be completed

Interim report	<input checked="" type="checkbox"/>	Final report	<input type="checkbox"/>
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 (Tick as appropriate)

1. Title of plan, policy or strategy being assessed

Subsidised Childcare for Working Parents

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

The City of Edinburgh Council, through Economic Development and Communities and Families, currently fund four individual Childcare Organisations to provide subsidised childcare to working parents on low incomes. These organisations are based in the four areas of the city which suffer from the highest levels of unemployment, poverty and inequality of access – North Edinburgh, Wester Hailes, Craigmillar and South Edinburgh. The City of Edinburgh Council now wish to re-commission the subsidised childcare service to ensure working parents continue to be supported to access work, overcoming some of the barriers that the cost of childcare creates.

The previous contracts were awarded following market testing and then a negotiated tendering process managed by CEC Procurement to ensure best value was secured from each supplier. The current contract ended in March 2018 but a one year extension has been awarded through to March 2019 to allow time to review, refresh and re-commission the subsidised childcare contracts. This includes a 5% reduction in allocation to three of the providers. One provider did not incur a reduction in allocation as it was the smallest of the 4 funding allocation and would have resulted in business failure.

This one year extension has allowed us to link closely with the Communities & Families Department as their Early Years and Childcare team work towards implementation of the increased funded hours strategy. This will ensure that the subsidised childcare funding has maximum effectiveness in the future to support vulnerable families.

Following this, the re-commissioned service(s) will likely be contracted for three years with the optional extension of a maximum of two years.

3. Briefly describe public involvement in this proposal to date and planned

- Regular meetings with established Project Board (NHS, CEC Communities and Families, CEC Procurement, EVOC, Capital City Partnership, One Parent Families Scotland, DWP, CEC Family Solutions,

- Workshop with current childcare providers
- Self-facilitated workshops with current providers' staff teams
- Focus group(s) with parents / non-parents:
 - ESOL (South Bridge Resource Centre) – 3 sessions with intermediate/advanced classes.
 - Parents/Carers – in partnership with Supporting Parents & Carers in Edinburgh
- Survey to Joined Up For Jobs service providers
- Survey to parents:
 - Through current providers
 - Through the Supporting Parent and Carers in Edinburgh network
 - Through the Joined Up For Jobs network (via their website)
 - Edinburgh Voluntary Organisations Council - email to Mark Merrell as part of Project Board
 - NHS – email to Sylvia Baikie (for Health Visitors) as part of Project Board
 - DWP – email to Linda Gibb as part of Project Board
 - One Parent Families Scotland – email to Satwat Rehman as part of Project Board
 - Family Solutions – email to Becky Cropper as part of Project Board
 - Edinburgh Voluntary Organisations Council - email to Denise Horn to disseminate
- Survey to all childminders in Edinburgh through the Scottish Childminding Association
- 4 Workshops with Localities Employment Subgroups – service providers
- Community Action North parent engagement event - April
- Emerging Themes public event for any interested childcare providers - April

4. Date of IIA

3 May 2018

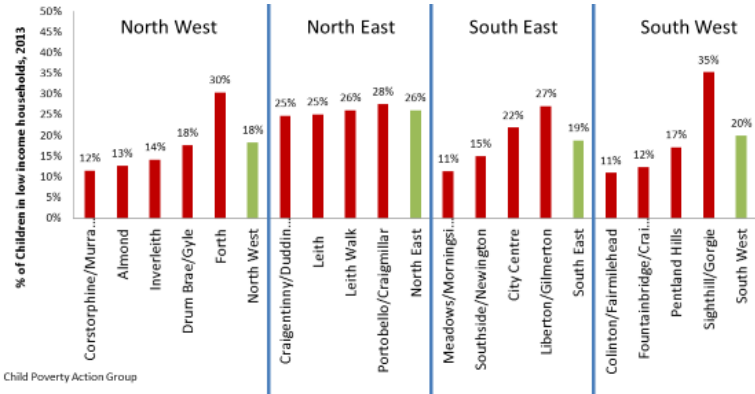
5. Who was present at the IIA? Identify facilitator, Lead Officer, report writer and any partnership representative present and main stakeholder (e.g. NHS, Council)

Name	Job Title	Date of IIA training	Email
Susanne Donkin	Senior Economic Development Officer (Acting)	16 February 2017	Susanne.donkin@edinburgh.gov.uk
Katie Weavers	Economic Development Officer	16 February 2017	Katie.weavers@edinburgh.gov.uk
Kate Kelman	Programme Manager, Capital City Partnership		Kate.kelman@capitalcitypartnership.org.uk
Paula Deegan	Category Delivery Lead – Procurement		Paula.deegan@edinburgh.gov.uk

Paula Dennis	Early Years Quality Improvement Officer		Paula.Dennis@edinburgh.gov.uk
Sylvia Baikie	Public Health Practitioner, NHS Lothian		Sylvia.Baikie@nhslothian.scot.nhs.uk
Satwat Rehman	Director, One Parent Families Scotland		satwat.rehman@opfs.org.uk
Avril Cameron	Department for Work and Pensions		avril.cameron@dwp.gsi.gov.uk
Mark Merrell	Senior Development Worker, EVOC		mark.merrell@evoc.org.uk

6. Evidence available at the time of the IIA

Evidence	Available?	Comments: what does the evidence tell you?
Data on populations in need	yes	<p><u>Edinburgh Economic strategy (Council)</u> To ensure that all citizens can benefit from growth, inequalities must be reduced. This will mean targeting populations in need. In Edinburgh, there are inequalities by characteristic of population and by geographical location.</p> <p>In Edinburgh, two of the main focus areas by characteristic of population that are relevant to this service are:</p> <ul style="list-style-type: none"> • Female unemployment and participation rates are higher than the national average and in need of attention. The gap in pay between men and women is higher than the national average, and there is an under-representation of women in well-paid stable employment. • A high proportion of the workforce want to work more than they are currently able to (this includes inactive residents who want a job as well as active residents who are currently underemployed). <p>Improve the availability and affordability of childcare for</p>

Evidence	Available?	Comments: what does the evidence tell you?																																																	
		<p>those on low incomes: Securing suitable and affordable childcare can be a significant issue for low income individuals and families, which impacts on their ability to take up and sustain work, but also limits the types of occupations and roles that can be considered. This indirectly contributes to and reinforces gender imbalances within our industrial sectors and senior roles and is something that will constrain inclusive growth. The quality of childcare is also important as it has a long-term impact on a child’s development and future life chances. We will therefore work with partners in the private, public and third sectors to improve the availability, flexibility, quality and affordability of childcare for those who are workless or on low incomes.</p> <p><u>Poverty and Inequality in Edinburgh (Strategy and Insight team at CEC)</u></p>  <table border="1" data-bbox="654 940 1412 1332"> <caption>% of Children in low income households, 2013</caption> <thead> <tr> <th>Region</th> <th>Locality</th> <th>Percentage</th> </tr> </thead> <tbody> <tr><td rowspan="6">North West</td><td>Corstorphine/Murray</td><td>12%</td></tr> <tr><td>Almond</td><td>13%</td></tr> <tr><td>Inverleith</td><td>14%</td></tr> <tr><td>Drum Brae/Gyle</td><td>18%</td></tr> <tr><td>Forth</td><td>30%</td></tr> <tr><td>North West</td><td>18%</td></tr> <tr><td rowspan="6">North East</td><td>Craigentony/Duddingston</td><td>25%</td></tr> <tr><td>Leith</td><td>25%</td></tr> <tr><td>Leith Walk</td><td>26%</td></tr> <tr><td>Portobello/Craigmillar</td><td>28%</td></tr> <tr><td>North East</td><td>26%</td></tr> <tr><td>Meadows/Morningside</td><td>11%</td></tr> <tr><td rowspan="4">South East</td><td>Southside/Newington</td><td>15%</td></tr> <tr><td>City Centre</td><td>22%</td></tr> <tr><td>Liberton/Gilmerton</td><td>27%</td></tr> <tr><td>South East</td><td>19%</td></tr> <tr><td rowspan="5">South West</td><td>Colinton/Fairmilehead</td><td>11%</td></tr> <tr><td>Fountainbridge/Craiglockhart</td><td>12%</td></tr> <tr><td>Pentlands Hills</td><td>17%</td></tr> <tr><td>Sighthill/Gorgie</td><td>35%</td></tr> <tr><td>South West</td><td>20%</td></tr> </tbody> </table> <p>Child Poverty Action Group</p> <p><u>SIMD data</u></p> <p>According to the Scottish Index of Multiple Deprivation (SIMD), there are a total of 597 datazones within City of Edinburgh. Of these 597, 37 datazones (6%) are within the 10 percent most deprived datazones within Scotland.</p> <p>The most deprived areas in each locality are:</p> <ul style="list-style-type: none"> • Pilton/Granton/Muirhouse • Niddrie/Craigmillar/Bingham • Gracemount/Burdiehouse/Southouse/Moredun • Murrayburn/Westerhailes/The Calders <p>That said, SIMD identifies deprived areas - not people. Guidance on the use of SIMD by Scottish Government highlights that:</p> <ul style="list-style-type: none"> • Not all deprived people live in deprived areas: Two 	Region	Locality	Percentage	North West	Corstorphine/Murray	12%	Almond	13%	Inverleith	14%	Drum Brae/Gyle	18%	Forth	30%	North West	18%	North East	Craigentony/Duddingston	25%	Leith	25%	Leith Walk	26%	Portobello/Craigmillar	28%	North East	26%	Meadows/Morningside	11%	South East	Southside/Newington	15%	City Centre	22%	Liberton/Gilmerton	27%	South East	19%	South West	Colinton/Fairmilehead	11%	Fountainbridge/Craiglockhart	12%	Pentlands Hills	17%	Sighthill/Gorgie	35%	South West	20%
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Evidence	Available?	Comments: what does the evidence tell you?
		<p>out of three people who are income deprived do not live in deprived areas; and</p> <ul style="list-style-type: none"> • Not everyone in a deprived area is deprived: Just under one in three people living in a deprived area are income deprived. <p><u>Child Poverty Strategy for Scotland 2014 - 2017</u></p> <ul style="list-style-type: none"> • Both single parents and families with three or more children face a higher risk of poverty. Evidence suggests that where childcare is neither available nor affordable, this acts as a barrier to seeking employment. The lone parent employment rate is significantly lower than that for all women in Scotland. • In recent years, in-work poverty has become an increasingly significant issue for families in Scotland, with over half of children in poverty living in households where at least one person is working. • For those parents who are most economically vulnerable, affordable childcare can provide a route out of worklessness and an opportunity for increased access to a rewarding career. • There is a strong evidence base to link the availability of affordable and accessible childcare to the employment opportunities parents can access.
Data on service uptake/access	yes	<p>The Caselink database is used for all of the employability programmes funded through Employability & Talent Development. This measures client data, including gender, age, barriers faced, dependents, progressions and outcomes etc.</p> <p>Contract management information for each of the current providers shows us the need for the service(s). Each of the current providers has a waiting list of parents who cannot currently receive a subsidy.</p>
Data on equality outcomes	yes	As above
Research/literature evidence	yes	<p>See above</p> <p>A detailed research log was created to enable</p>

Evidence	Available?	Comments: what does the evidence tell you?
		background reading and evidence collection to support the development of this specification. This was available to the Project Board and has been published on the JUFJ website for interested parties.
Public/client feedback	yes	<p><u>Co-Production</u> Extensive Co-Production has highlighted the extent to which local, affordable and accessible childcare is a barrier for parents entering and sustaining employment. Co-Production took place with:</p> <ul style="list-style-type: none"> • Citizens' Survey • Focus Groups • Childminder survey • Current childcare service provider workshops • Locality events for employability service providers • Employability service provider survey <p>52% respondents to the citizen's survey stated that childcare (cost and flexibility) was the biggest barrier to employment that they faced. 39% stated that those on low household incomes were most in need of a subsidised childcare place.</p> <p>Locality events highlighted similar issues, with affordability, flexibility and awareness of the subsidised childcare available. There were mixed opinions around eligibility criteria, with many stating that means testing via a sliding scale would be fair, while others believed that it should be universal for those on lower incomes, perhaps tied to a Universal Basic Income for Edinburgh.</p> <p><u>Locality Improvement Plans (LIP)</u> Three of the four LIPs list childcare as a major barrier to employment within the Economic/Employability Actions. The fourth includes childcare under the Children, Young People and Families actions, again listing it as a barrier to progression for parents.</p> <p><u>Edinburgh Early Years parent consultation 2017</u> Communities and Families undertook an Early Years parent consultation as part of the preparation towards implementation of the 1140 hours. The roll out of the 1140 hours is being phased in across the city, with priority to areas of SIMD 1 and 2. Approximately 2,500 will receive 1140 hours by August 2018, 5,000 by August 2019, 8,000</p>

Evidence	Available?	Comments: what does the evidence tell you?
		<p>by August 2020 and 11,000 by August 2021.</p> <p>The consultation received over 2,200 responses. 62% of those stated that they used childcare provision to fit with working hours. In a separate question, 27% stated they do not use childcare because it is too expensive. 68% want to use childcare services close to home.</p>
Evidence of inclusive engagement of service users and involvement findings	Yes	See above
Evidence of unmet need	Yes	See above
Good practice guidelines	Yes	<p>Childcare Providers will be required to meet the Care Inspectorate National Care Standards for early education and childcare up to the age of 16 and meet a minimum grading of four.</p> <p>Providers will deliver Early Learning and Childcare based on Pre-birth to Three, Curriculum for Excellence and Getting it Right for Every Child.</p> <p>Staff should hold or be working towards the relevant early learning and childcare qualifications and be registered for the PVG membership scheme.</p> <p>Annual contract management checks will ensure that this is maintained.</p>
Environmental data	no	<p>Request data from childcare providers regarding any environmental policies they may have.</p> <p>The purpose of subsidising childcare in local areas is to support those on low incomes in areas of deprivation. This will hopefully have a resulting reduced carbon footprint where those families do not have a requirement to travel as far for their childcare.</p>
Risk from cumulative impacts	No	N/A
Other (please specify)		All contracted providers using Caselink will be required to adhere to the GDPR terms and conditions outlined in their contract, information sharing agreement and GDPR guidance and training provided by Capital City

Evidence	Available?	Comments: what does the evidence tell you?
		Partnership.
Additional evidence required	No	No

7. In summary, what impacts were identified and which groups will they affect?

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Positive</p> <p>The Subsidised Childcare contract aims to have a positive impact on the lives of working parents on low incomes. Bidders will be asked to identify how the service will be shaped to the needs of this client group in their tender bids.</p> <p>The service will aim to support parents from disadvantaged backgrounds/communities who are looking to move in to employment or progress in to better employment. As a result, it will tackle inequality issues by supporting people to move out of poverty, including in-work poverty.</p> <p>The in-depth co-production and the desk research has helped ensure that the new service will be focussed on those areas of deprivation and families who are most in need of support to reduce inequality.</p> <p>Negative</p> <p>Changes in the economic climate, in childcare-related benefits and the childcare landscape in Edinburgh during the contract mean priorities may change. As a result, it is important to ensure that the contract is reviewed regularly and that an element of flexibility is built in.</p> <p>Monitoring the difference that this investment makes to individual parents may be hard to measure and it will be important not to create intense monitoring demands on the childcare providers that are unsustainable. However all clients using the service must be logged on our management information system Caselink, so this data can be analysed.</p> <p>It is recognised that careful consideration will need to be taken</p>	<ul style="list-style-type: none"> • Older people and people in their middle years • Young people and children • Men (including trans men), Women (including trans women) and Non-binary people (Include issues relating to pregnancy and maternity including same sex parents) • Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) • Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) • Refugees and asylum seekers • People with different religions or beliefs (includes people with no religion or belief) • Lesbian, gay, bisexual and heterosexual

<p>to ensure that the eligibility criteria for this contract targets those in the most need. Discretion will also be given to the contracted providers to assess parents and ensure those in most need are provided with a subsidy.</p>	<p>people</p> <ul style="list-style-type: none"> • People who are unmarried, married or in a civil partnership
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<p>Environment and Sustainability</p> <p>Positive</p> <p>Commitment to linking in with other local offers, such as the Employability Hubs and local advice services will reduce the need to travel for these services. Supporting parents to work in the local area by providing affordable childcare close to them will reduce the need to travel to work etc (without restricting clients ambitions)</p> <p>Negative</p> <p>The value of this contract does not allow for subsidised childcare facilities to be available locally to every area. This contract will focus on those with the highest levels of deprivation. Therefore it will not be local to everyone who requires support.</p>	<p>Affected populations</p> <ul style="list-style-type: none"> • Young people and children • Men (including trans men), Women (including trans women) and Non-binary people (Include issues relating to pregnancy and maternity including same sex parents) • People who are unmarried, married or in a civil partnership
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<p>Economic</p> <p>Positive</p> <p>The aim of the Subsidised Childcare funding is to ensure that those wishing to enter the labour market are able to do so without childcare being a major financial barrier. As a result, it will hopefully see an increase in the city's population who are in work.</p> <p>In the longer term, parents who are able to work will hopefully lift their family out of poverty and provide a better environment for the child to thrive. This could potentially reduce the future financial impact on other services, such as education, criminal justice and health and social care as it is recognised that earlier intervention and support can have a positive effect on educational attainment, health and wellbeing and reduce</p>	<p>Affected populations</p>
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reliance on other services.

Negative

As there is a finite budget for this service, it will not be able to support all of the parents who could potentially benefit. This is why it is key to ensure that we are putting the correct eligibility criteria in place to target those in most need. This will also be helped by the expertise of the providers when assessing parents.

There is likely to be further budget cuts applied to this contract which would make it more difficult for providers to sustain their services. This cannot be avoided but can be mitigated by ensuring providers are given as much notice as possible and we are as upfront as possible to allow them to forecast for the future services.

8. Is any part of this policy/service to be carried out wholly or partly by contractors and how will equality, human rights including children’s rights , environmental and sustainability issues be addressed?

- The whole service will be delivered by a contractor(s). As part of the Council’s procurement process, due regard is required to be given to all equalities and rights, environmental and sustainability impacts when undertaking work for the Council.
- Bidders will be required to complete a self-declared ESPD form to outline the suitability, capacity and capability of prospective suppliers.

9. Consider how you will communicate information about this policy/ service change to children and young people and those affected by hearing loss, speech impairment, low level literacy or numeracy, learning difficulties or English as a second language? Please provide a summary of the communications plan.

Any decision on the awarding of the contract for the new Subsidised Childcare service will be made through the Council’s committee structures. Once a decision has been made on awarding the contract, the associated report will be available for the public to view on the Council’s Committee Papers Online website.

The chosen provider(s) will provide information about marketing and promotion as part of their communication plan. This will outline the service’s branding, marketing materials, website, social media, outreach and joint marketing/promotion with other

employability providers, as well as any other important communication information. There will be a requirement to ensure that this information is available in formats that are accessible to all.

Information about the new service will also be communicated via the Council's customer facing website and social media channels. In the build up to its launch, the Council will work with the chosen provider(s) to promote this to customers.

The chosen provider(s) should also target Council buildings which will be used by potential customers. As a result, they will be expected to work with the Council libraries, community centres, swimming pools and any other facilities potential customers may use to maximise exposure.

The Council will work with other employability providers in the city to promote the new service to customers via the Joined Up for Jobs network.

Any associated media for this service will be designed to be accessible and easy to understand for a range of population groups, especially our target customers. The Council can also utilise the Interpretation and Translation Service to ensure anybody who cannot access standard formats is not excluded.

As part of the co-production phase for the design of this service, focus groups/meetings were arranged with service users through English as a Second Language classes, a BME service and a British Sign Language service. A survey open to all citizens in the city was also promoted through employability and childcare networks, as well as through Lifelong Learning and through our Project Board. In addition to this, as part of the events for services within each locality, there was representation from Deaf Action, Enable, One Parent Families Scotland and many other services that support clients with additional needs.

10. Is the policy a qualifying Policy, Programme or Strategy as defined by The Environmental Impact Assessment (Scotland) Act 2005? (see Section 4)

No

11. Additional Information and Evidence Required

If further evidence is required, please note how it will be gathered. If appropriate, mark this report as interim and submit updated final report once further evidence has been gathered.

N/A

12. Recommendations (these should be drawn from 6 – 11 above)

- Consider the impact of the expansion of the early years service on funded providers. Those currently in partnership with CEC receive £3.70 per hour for 600 hours of ELC. This will rise to £5.31 per hour for 1140 hours. Funded providers will begin phasing this in from August 2018 with selected settings involved to deliver increased funded hours to 10 children. This could lead to some providers receiving double funding.
- Ensure that the future contract(s) is reviewed regularly and that an element of flexibility is built in to allow for changes in the economic environment and changes in local and national childcare policies that will affect the focus of this funding.
- Careful consideration will be given to the monitoring requirements for this contract so that the information collected provides the evidence required to measure the difference and added value this contract provides without being too intense for the providers to sustain.
- In-depth discussions with relevant Council departments will need to take place to ensure that the focus of this funding will support the most people in the most appropriate areas of the city. This includes looking at areas with the most housebuilding and growing populations of families in need.
- Careful consideration will need to be taken to ensure that the eligibility criteria for this contract targets those in the most need.
- Ensure that providers are given as much notice as possible about any budget cuts that may be implemented to allow them to forecast for the future services.

13. Specific to this IIA only, what actions have been, or will be, undertaken and by when? Please complete:

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and contact details)	Deadline for progressing	Review date
Assess the eligibility criteria to ensure it supports those in most need	Susanne Donkin	June 2018	July 2018
Discuss and finalise the areas of Edinburgh that are most in need of this service. That includes looking at changes to population due to housebuilding.	Susanne Donkin	June 2018	
Ensure contracts provide the facility to review the focus of funding to take into account changes to other	Susanne Donkin, Paula Deegan, Kate	July 2018	Annually

Specific actions (as a result of the IIA which may include financial implications, mitigating actions and risks of cumulative impacts)	Who will take them forward (name and contact details)	Deadline for progressing	Review date
childcare provision at a local and national level	Kelman		
Ensure the evidence required and data collection is appropriate and provides the feedback required to show the impact and the added value	Susanne Donkin, Paula Deegan, Kate Kelman	September 2018	
Ensure providers are given as much notice as possible about any budget cuts that may be implemented to allow them to forecast for future services.	Susanne Donkin, Paula Deegan	ongoing	

14. How will you monitor how this policy, plan or strategy affects different groups, including people with protected characteristics?

The contract will be managed by our arm's length company Capital City Partnership, who will provide regular reports on performance. This will include the impact the service is having on targeted groups, including those with protected characteristics.

15. Sign off by Head of Service

a. Name – 
b. Date – **13 September 2018**

16. Publication

Send completed IIA for publication on the relevant website for your organisation. [See Section 5](#) for contacts.

East Lothian Council

Please send a completed copy of the IIA to equalities@eastlothian.gov.uk and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via http://www.eastlothian.gov.uk/info/751/equality_diversity_and_citizenship/835/equality_and_diversity

Midlothian Council

Please send a completed copy of the IIA to zoe.graham@midlothian.gov.uk and it will be published on the Council website shortly afterwards. Copies of previous assessments are available via http://www.midlothian.gov.uk/downloads/751/equality_and_diversity

NHS Lothian

Completed IIAs should be forwarded to impactassessments@nhslothian.scot.nhs.uk to be published on the NHS Lothian website and available for auditing purposes. Copies of previous impact assessments are available on the NHS Lothian website under Equality and Diversity.

City of Edinburgh

Complete impact assessments should be forwarded to the Equalities Officer.

West Lothian Council

Complete impact assessments should be forwarded to the Equalities Officer.