

Integrated Impact Assessment – Summary Report

Each of the numbered sections below must be completed
Please state if the IIA is interim or final: **Interim**

1. Title of proposal

The Review of Affordable Childcare for Working Parents

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

The Council currently funds an Affordable Childcare Service which aims to help low-income parents gain or sustain employment. The overall contract size is £913,372 and was agreed for an initial period of three years from April 2019 – March 2022 with the option to extend for a further two periods of 12 months each, at the discretion of the Council.

The four providers of the service are North Edinburgh Childcare, Smile Childcare, Childcare Connections and Kidzcare and they each receive varying amounts of funding to deliver pre-school nursery and after school (0-12years) care.

With the introduction and planned expansion of the Scottish Government's 1,140 hours of funded childcare, plans for implementation of free wraparound care for priority school children, as well as the childcare element of Universal Credit to help families pay for childcare, the Council needs to review our funding of these services to ensure that we are utilising the funding in the best way possible to support families in need. A consultant (Ekosgen) carried out an independent review and the final report was published in September 2022.

The current contracts have been extended to the end of March 2024 to allow time to fully review the services currently being delivered.

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

A Steering Group was established and meets regularly to ensure that the review takes into account all key stakeholders and the citizens that they represent – this includes NHS Lothian, EVOC, DWP, Education and Children's Services (CEC), Capital City Partnership and LAYC.

As part of their research, Ekosgen have undertaken consultation with the current 4 childcare providers, employability providers, parents who are accessing the subsidised places and parents who do not receive subsidised childcare.

Over 400 parents have completed the survey - 56 subsidised and 344 non-subsidised.

The survey was disseminated through:

- The Joined Up For Jobs network
- The City of Edinburgh Council Twitter account

- The EVOC Children’s network
- The LAYC network, (including 30 out of school care clubs within the network, majority in Edinburgh but also covering East, West and Midlothian)
- The Out of School Care in Edinburgh managers
- The current contracted childcare providers and also
- The Parental Employability Support Fund projects
- To all Early Years settings in Edinburgh

4. Is the proposal considered strategic under the Fairer Scotland Duty?

Yes

5. Date of IIA

28 June 2022

6. Who was present at the IIA? Identify facilitator, lead officer, report writer and any employee representative present and main stakeholder (e.g. Council, NHS)

Name	Job Title	Date of IIA training
Philip Ritchie (Lead Officer)	Business Growth and Inclusion Contracts Lead, CEC	1 November 2017
Katie Weavers (Facilitator)	Business Growth and Inclusion Contracts and Programme Officer, CEC	7 November 2019
Jessie Colligan (Minute taker)	Business Growth and Inclusion Assistant (Modern Apprentice)	29 April 2021
Craig Dutton	Contracts and Grants Manager, Capital City Partnership	1 November 2017
Paula Dennis	Quality Improvement Education Officer, Education and Children’s Services, CEC	
Georgina Bowyer	Grants and Development Officer, Capital City Partnership	
Donna Murray	Senior Education Officer, Education and Children’s Services, CEC	
Christine McKechnie	Early Years Strategic Development Officer, Education and Children’s Services, CEC	
Mark Merrell	Senior Development Officer, EVOC	
Laurene Edgar	Director, LAYC	
Kate Barlow	Public Health Practitioner, NHS Lothian	

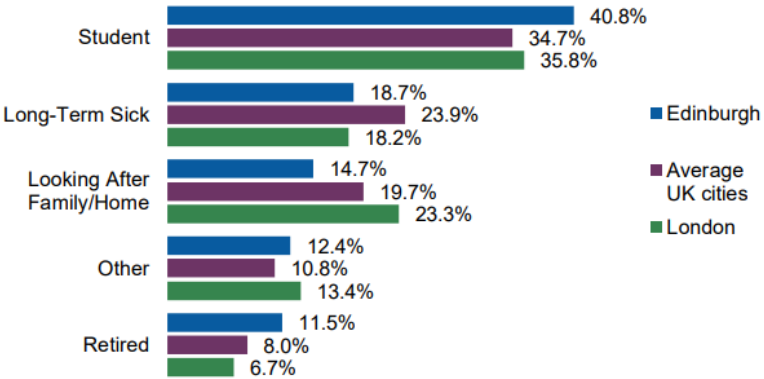
7. Evidence available at the time of the IIA

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal														
Data on populations in need	Best Start, Bright Futures: Tackling Child Poverty Delivery Plan 2022-2026 - Scottish Government	<p>The interim targets below must be met during the life of this plan, with final targets to be met by 2030 - aligning with the timescales for Scotland to Keep the Promise:</p> <ul style="list-style-type: none"> • Fewer than 18% of children living in families in relative poverty in 2023-24, reducing to fewer than 10% by 2030. • Fewer than 14% of children living in families in absolute poverty in 2023-24, reducing to fewer than 5% by 2030. • Fewer than 8% of children living in families living in combined low income and material deprivation in 2023-24, reducing to fewer than 5% by 2030. • Fewer than 8% of children living in families in persistent poverty in 2023-24, reducing to fewer than 5% by 2030. <p>Figure 1: Priority families children in relative poverty:</p> <table border="1"> <caption>Data for Figure 1: Priority families children in relative poverty</caption> <thead> <tr> <th>Group</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Lone Parents</td> <td>38%</td> </tr> <tr> <td>Disabled</td> <td>29%</td> </tr> <tr> <td>3+ Children</td> <td>32%</td> </tr> <tr> <td>Minority Ethnic</td> <td>38%</td> </tr> <tr> <td>Youngest Child Aged <1</td> <td>34%</td> </tr> <tr> <td>Mothers Aged <25</td> <td>55%</td> </tr> </tbody> </table> <p>Currently too many families are locked in working poverty and unable to progress in the labour market, whilst others are unable to access the labour market at all due to structural barriers.</p> <p>Part A: strengthened employment offer to parents</p> <ul style="list-style-type: none"> • Working to further develop our funded offers for early learning and childcare for children aged one and two, starting with low-income households within this Parliament • Building a system of school age childcare, offering care before and after school, and during the holidays, by the end of this Parliament 	Group	Percentage	Lone Parents	38%	Disabled	29%	3+ Children	32%	Minority Ethnic	38%	Youngest Child Aged <1	34%	Mothers Aged <25	55%
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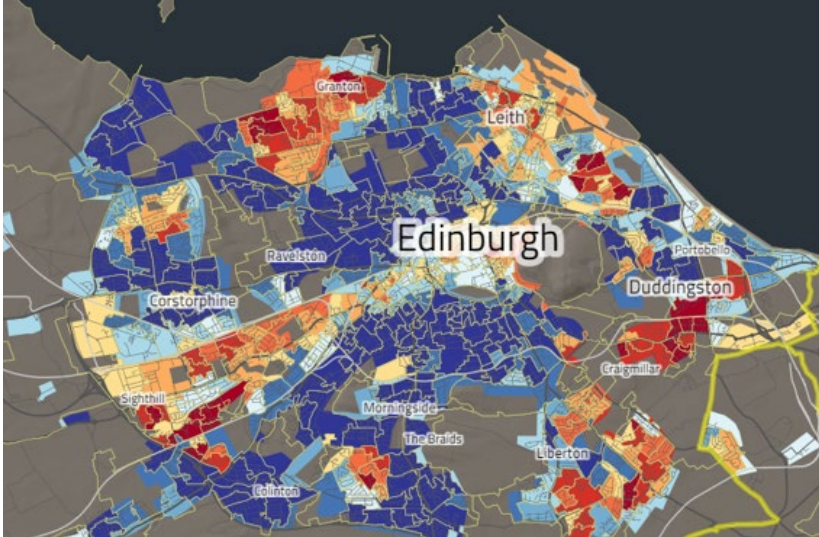
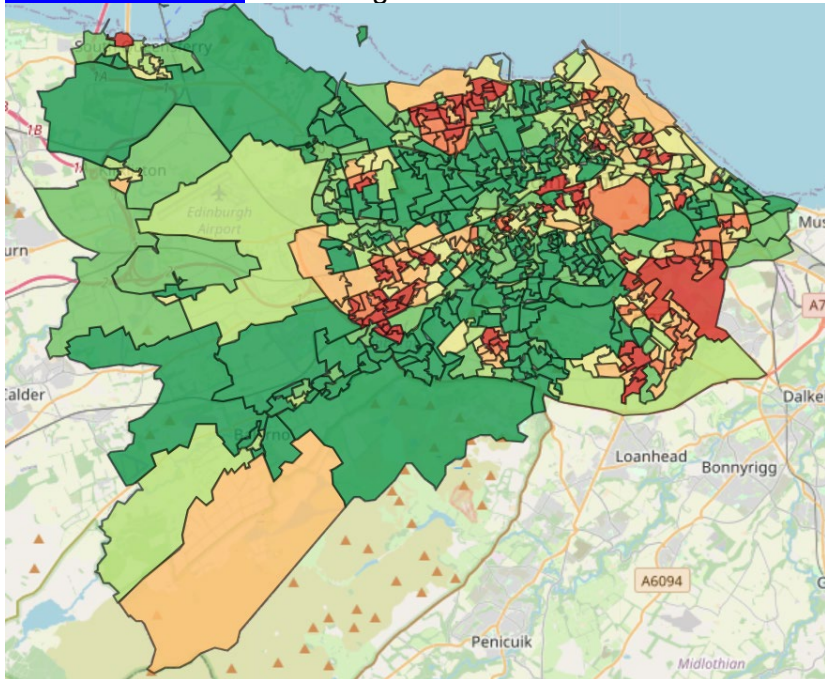
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	<p>End Poverty in Edinburgh Annual Report – the City of Edinburgh Council</p>	<p>Part B: Connectivity and Childcare</p> <p>The Scottish Government recognise that for parents to take advantage of the wider support available, and to engage in training, learning and employment, it is essential that the right infrastructure is in place to support them. This includes high quality affordable and accessible childcare that meets the needs of both children and their carers.</p> <p>As of August 2021, 1,140 hours of high quality funded early learning and childcare (ELC) is available to all three and four year olds, and to eligible two year olds. As well as benefitting children themselves, this significant expansion of ELC is already making a direct contribution to reducing household costs, with the full offer of 1,140 hours saving households up to £4,900 per eligible child in 2021. It also gives parents greater opportunity to access training, employment and learning.</p> <p>They will further develop funded offers for ELC for children aged one and two, starting with low-income households within this Parliament.</p> <p>They will also build a system of school age childcare, offering care before and after school, and during the holidays, by the end of this Parliament. Those on the lowest incomes will pay nothing. This will remove one of the key barriers preventing parents - particularly those on low incomes - from gaining access to training, study or secure and stable employment.</p> <p>Target 1: Fewer than one in ten children and fewer than one in ten adults are living in relative poverty at any given time</p> <p>16,100 children grow up in families living in poverty in Edinburgh, an estimated 18% of all children in the city.</p> <p>For Child poverty, a 5-percentage point reduction in poverty is needed in Edinburgh by 2024 to be on track for 2030 targets. This challenge represents the removal of 1,000 children from poverty in Edinburgh each year and is similar in scale to that seen across Scotland as a whole in meeting interim targets set by the Child Poverty (Scotland) Act.</p> <ul style="list-style-type: none"> • Child poverty rates vary considerably across Edinburgh, from a low of 15% in Edinburgh South to a high of 25% in Edinburgh East. • Children and Families in priority groups have a higher risk of being in relative poverty than other households. This is particularly true for those in ethnic minority households and those with a single parent in the household.

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
	<p>Tackling child poverty priority families overview- the Scottish Government</p>	<ul style="list-style-type: none"> • Poverty rates are highest among renting households. 39% of social and 34% of private renting households live in relative poverty. • In work poverty rates continue to rise. The proportion of children growing up in poverty in working families rose from 65% to 68% in the last year <p>The six priority family types identified as being at highest risk of child poverty:</p> <ul style="list-style-type: none"> • lone parent families, • minority ethnic families, • families with a disabled adult or child, • families with a younger mother (under 25), • families with a child under 1, • larger families (3+ children). <p>These families continue to be at a higher risk of poverty and future policies should continue to focus on them. There is a need for an individual, holistic approach, within a framework of understanding structural barriers, in order to avoid perpetuating stereotyping and stigma.</p> <p>Families often belong to more than one priority group. For example, among children in relative poverty: 40% of children in lone parent families also have a disabled person at home; over half (54%) of children in a family with a younger mother are also in a lone parent household; half (50%) of children in a 3+ child family are also in a family in which someone is disabled.</p> <div data-bbox="595 1323 1417 1753" style="border: 1px solid black; padding: 10px;"> <p style="background-color: #4a7ebb; color: white; padding: 5px; text-align: center;">Drivers of child poverty</p> </div> <p>Minority ethnic families</p> <ul style="list-style-type: none"> • Minority ethnic adults make up 12% of the adult population • The average age of ethnic minorities (excluding white minorities) is younger than the average age of the white population (27 and 42 years old) • Families from some minority ethnic groups are more likely to have three or more children

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		<ul style="list-style-type: none"> • May be more likely to work irregular hours so accessing suitable childcare can be a challenge. <p>Lone parent families</p> <ul style="list-style-type: none"> • Make up 25% of all families, and 92% are headed by women • 9% children are born into single parent households, and a further 11% experience parental separation in first 5 years • 40% of children in lone parent households in relative poverty also have a disabled person at home • Challenges around balancing work and childcare commitments with a lack of access to flexible working <p>Families with a disabled person</p> <ul style="list-style-type: none"> • A third of all families in Scotland. Around a fifth (18%) of parents are disabled • Of children in this group in relative poverty, 37% are also in lone parent households, and 36% in homes with 3+ children • Often other family members take on a caring role, but children in families with an unpaid carer are not at higher risk of poverty • Additional barriers accessing employment (including transport, application processes, discrimination). • Families with long term conditions find it harder to afford childcare. <p>Families with 3+ children</p> <ul style="list-style-type: none"> • 11% of all families have 3 or more children • More likely to live in a family that is in more than one priority group. • The challenges of organising and paying for childcare increase with more children, potentially making it less financially viable to work or limiting hours worked. • Less likely than parents with fewer children to be in paid work, although at least one adult is in paid work in the majority of families in this group. <p>Families with child under 1</p> <ul style="list-style-type: none"> • More likely than other family types to enter poverty • 35% children in this group in relative poverty also have a mother aged under 25, 33% are in a lone parent household, and 33% live in a household with a disabled family member • Mothers who stop paid work after having a child and do not return by time child is 5 are more likely to be younger and single mothers • Families often see a significant reduction in income while relying on maternity/paternity pay or benefits.

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	<p data-bbox="384 1373 564 1570">Edinburgh by Numbers 2021 – the City of Edinburgh Council</p>	<ul data-bbox="596 304 1414 636" style="list-style-type: none"> • The most common reason for mothers who are seeking paid work not being able to find it is a lack of suitable jobs, particularly part-time jobs. • Limited choice/ availability of childcare for younger children is an issue, especially for parents working non-standard hours, and for single parents who are often their child’s sole carer. • There is a difference in funding for childcare by age, with less support for children younger than 2, which may be a barrier to work for new parents. <p data-bbox="596 674 1158 703">Families with younger mothers (<25 yrs)</p> <ul data-bbox="596 712 1398 1182" style="list-style-type: none"> • Likely to be a relatively small group • More likely to be in other priority groups: over half (54%) are in a lone parent household, 40% have a baby under 1 in the household, and 35% have someone disabled in the household • Less likely to be in paid work. • Women and young people are at higher risk of in-work poverty and have a lower average hourly rate of pay. • Strongly affected by social isolation and the absence of childcare to allow them to work or study during the pandemic. • Adults under 25 are less likely to have savings, which, combined with low paid jobs, make it harder to meet living costs. <p data-bbox="596 1223 1291 1252">Overarching challenges across all priority groups</p> <p data-bbox="596 1256 1414 1319">Cost, flexibility and availability of childcare, including for babies and disabled children, is important across all priority groups.</p> <p data-bbox="596 1391 1414 1453">18 Main reasons for being economically inactive in Edinburgh and UK cities in 2021</p>  <table border="1" data-bbox="639 1491 1406 1868"> <thead> <tr> <th>Reason</th> <th>Edinburgh</th> <th>Average UK cities</th> <th>London</th> </tr> </thead> <tbody> <tr> <td>Student</td> <td>40.8%</td> <td>34.7%</td> <td>35.8%</td> </tr> <tr> <td>Long-Term Sick</td> <td>18.7%</td> <td>23.9%</td> <td>18.2%</td> </tr> <tr> <td>Looking After Family/Home</td> <td>14.7%</td> <td>19.7%</td> <td>23.3%</td> </tr> <tr> <td>Other</td> <td>12.4%</td> <td>10.8%</td> <td>13.4%</td> </tr> <tr> <td>Retired</td> <td>11.5%</td> <td>8.0%</td> <td>6.7%</td> </tr> </tbody> </table>	Reason	Edinburgh	Average UK cities	London	Student	40.8%	34.7%	35.8%	Long-Term Sick	18.7%	23.9%	18.2%	Looking After Family/Home	14.7%	19.7%	23.3%	Other	12.4%	10.8%	13.4%	Retired	11.5%	8.0%	6.7%
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	<p>Edinburgh by Numbers 2022 – the City of Edinburgh Council</p> <p>A Just Capital Actions to End Poverty in Edinburgh – Edinburgh Poverty Commission</p>	<p>Main reasons for being economically inactive in Edinburgh and UK cities in 2022</p> <table border="1"> <thead> <tr> <th>Reason</th> <th>Edinburgh</th> <th>London</th> <th>UK 8 cities average</th> </tr> </thead> <tbody> <tr> <td>Student</td> <td>35%</td> <td>34%</td> <td>33%</td> </tr> <tr> <td>Looking after</td> <td>19%</td> <td>23%</td> <td>21%</td> </tr> <tr> <td>Long-term sick</td> <td>18%</td> <td>11%</td> <td>16%</td> </tr> <tr> <td>Other</td> <td>13%</td> <td>14%</td> <td>10%</td> </tr> <tr> <td>Retired</td> <td>14%</td> <td>7%</td> <td>9%</td> </tr> </tbody> </table> <p>We have heard from many that childcare, learning and employment opportunities are not flexible enough to enable parents to balance improving their prospects with caring for their families. We heard about a 60% increase in mental health disclosures at Edinburgh College over the last two years reflecting the stresses of balancing work, learning, childcare and living costs. Professionals also told us how the positive development delivered through early learning, childcare and education can be limited or undermined when it is delivered in isolation for the child and not integrated with wider family support.</p> <p>City of Edinburgh Council should ensure early years learning and childcare support is integrated with family support which is provided with flexibility of hours to enable parents and carers to work or learn and care for their families (drawing on example of Flexible Childcare Services Scotland www.fcss.org.uk).</p>	Reason	Edinburgh	London	UK 8 cities average	Student	35%	34%	33%	Looking after	19%	23%	21%	Long-term sick	18%	11%	16%	Other	13%	14%	10%	Retired	14%	7%	9%
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Data on service uptake/access	Yes	<p>Helix management information system is used as a client management system and to monitor contracts for all contracts and grants funded through Business Growth and Inclusion. This measures client data, including gender, age, barriers faced, dependents, progressions and outcomes etc.</p> <p>Contract management information for each of the current 4 funded childcare providers shows us the need for the service(s). Equalities data is analysed as part of this to show the characteristics of those accessing the current service.</p>																								
Data on socio-economic disadvantage e.g. low income, low wealth, material	Yes	<p>The Scottish Index of Multiple Deprivation is utilised, along with national and local statistical information to map against ward intelligence to adjust and inform strategic provision of services.</p>																								

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deprivation, area deprivation.		 <p>The areas of highest deprivation (10%) are:</p> <ul style="list-style-type: none"> • Muirhouse • Granton, Royston Mains and Wardieburn • Restalrig and Lochend • Niddrie, Bingham, Magdalene and The Christians • Craigmillar • Moredun and Craigour • Hyvots and Gilmerton • Oxgangs • Clovenstone, Murrayburn and Wester Hailes • The Calders <p>Child Poverty map - Edinburgh</p> 

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Data on equality outcomes	Yes	See above
Research/literature evidence	Yes	<p>See Above.</p> <p>A paper containing economic and employability data was also drafted and used to inform the review. This pulled together national and local data from reports including, but not limited to:</p> <ul style="list-style-type: none"> • Scottish Government reports, • City of Edinburgh Council reports, • Edinburgh Poverty Commission, • Caselink reports, • Data sources (Nomis and Stat-Xplore), • Capital City Partnership, • One Parent Families Scotland and wider.
Public/patient/client experience information	<p>Ekosgen</p> <p>Previous co-production</p>	<p>Co-Production</p> <p>To ensure engagement with as many parents and stakeholders as possible, Ekosgen were commissioned to provide external consultation for this review. This included a parent survey with over 400 responses.</p> <p>In addition to this, as part of a previous review of these contracts in 2018, extensive co-production took place. It highlighted the extent to which local, affordable and accessible childcare is a barrier for parents entering and sustaining employment.</p> <p>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>

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	Edinburgh Early Years parent consultation 2017- the City of Edinburgh Council	<p>Education and Children’s Services undertook an Early Years parent consultation as part of the preparation towards implementation of the 1140 hours.</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 people who use the service and involvement findings	Yes	See above
Evidence of unmet need	Yes	See above
Good practice guidelines	Yes	<p>Under the current contract, Childcare Providers are 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. If childcare providers were commissioned again under a new contract, it is anticipated that these standards would remain.</p> <p>Providers would be required to 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 ensure that this is maintained.</p>
Carbon emissions generated/reduced data		
Environmental data	Yes	<p>Any future contracts with childcare providers would be requested to provide data regarding any environmental policies they may have.</p> <p>The purpose of subsidising childcare in local areas through these contracts has been to support those on low incomes in areas of deprivation. This hopefully has had a resulting reduced carbon footprint where those families do not have a requirement to travel as far for their childcare.</p>

Evidence	Available – detail source	Comments: what does the evidence tell you with regard to different groups who may be affected and to the environmental impacts of your proposal
Risk from cumulative impacts		
Other (please specify)		
Additional evidence required		

8. 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>Maintaining a subsidised childcare service: The aim of any subsidised childcare support is to support those in most financial need. Evidence around the cost of living crisis indicates that the six priority family types identified as being at highest risk of child poverty would be impacted most, with specific mention of large families and families with a disabled person.</p> <p>If the childcare services remain following the review, children and young people get access to safe, regulated services to socialise, learn and receive balanced, healthy meals.</p> <p>If the service was to end, there could be more reliance on unpaid carers (including Kinship carers) to provide childcare to allow parents/carers to work.</p> <p>Focusing on the 6 priority groups under the Scottish Government’s child poverty agenda is key to ensure all services are working towards the same cause.</p> <p>Whether the service is in this iteration or completely changed, we know that the route out of poverty for so many people is through stable employment. For those with children, providing affordable, high-quality childcare is essential.</p> <p>There is an opportunity to look at more flexible approaches to childcare here. The Dundee Flexible</p>	<p>Parents, low-income families, children</p> <p>Young people</p> <p>Older people</p> <p>Parents, low-income families, children</p> <p>Parents, low-income families, children</p>

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>Childcare pilot allows parents to book the childcare they require on a daily basis. Childcare is available 7am-7pm over 7 days of the week and parents can book their 2 days. Edinburgh has previously piloted longer opening hours but there was very little uptake out with the normal core hours. However, a more flexible model like Dundee can support parents working shifts, variable shift patterns etc. It could also be beneficial for OSC. This will be investigated through the Tackling Child Poverty funding from Scottish Government for 2023/24 in partnership with Education and Children’s Services.</p> <p>In terms of poverty, this service is based on income so it provides those on low income with the means to access childcare and support themselves into or to sustain employment. If the service was to cease, this would have a massive impact on families.</p> <p>The financial and wellbeing impact of the service for the parents: it allows them to work, provide for their family and to have mental space. They know their children are in a safe environment, engaging in physical and developmental activities.</p> <p>The childcare element of Universal Credit has just increased the maximum amount available per child. This will further support low income working parents. The parents that are above the threshold for receiving this support are then the most at risk of falling into poverty. They may not be eligible for UC but the cost of childcare would push them down into poverty.</p> <p>For vulnerable families, it is easier to identify issues if the children are accessing childcare because they are visible to professionals. A child/ parent coming to a centre each day may highlight issues that can be addressed, support offered and, where appropriate referrals to other services made.</p> <p>The current services are located in areas of deprivation. In terms of providing employment to the staff of the services and in terms of local childcare for those living in the areas, this has been very important.</p> <p>Given that we know about the higher concentration of BME families in these areas of deprivation, enabling BME children (and their parents) to mix with different peers in a shared setting is a definite positive of the current</p>	<p>Parents, low-income families, children</p> <p>Parents, low-income families, children</p> <p>Parents, low-income families, children</p> <p>Parents, low-income families, children</p> <p>Parents, children</p> <p>Parents, low-income families, children</p> <p>BME families</p>

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>services. It may be harder to find opportunities for them to integrate if these services stop.</p> <p>Having local subsidised childcare facilities can build a sense of community around the childcare service – parents can use it for more than just childcare. If we withdrew funding to these services, would they remain viable? In some of the areas, there aren't other childcare services available.</p> <p>Private nurseries and OSC provision are usually more inclined to be based in more affluent areas which results in more choice/provision in these areas. It is not as financially viable for them to be based in areas of higher deprivation because local people are less likely to be able to afford to use the service.</p> <p>Some of the providers offer multi-site OSC where they pick up from other schools. This ensures there is wider reach and availability of wraparound care.</p> <p>If holiday provision is reduced in areas of deprivation, there could be a rise in crime within communities if the children and young people aren't engaged in meaningful activity.</p> <p>Childcare services promote healthy lifestyle and allow child to have access to healthy meals which they may not have at home and gain nutritional value. All childcare settings must adhere to care inspectorate guidelines around health and nutrition.</p> <p>Physical activity – OSC and ELC provide great indoor and outdoor play opportunities, promoting exercise and cognitive activity.</p> <p>Local service – children and family may be in walking distance and could be walking to and from the service – this also fits into the 20-minute neighbourhood strategy.</p>	<p>Parents, low-income families, children</p> <p>Parents, low-income families, children</p> <p>Parents, low-income families, children</p> <p>Parents, low-income families, children, young people</p> <p>Parents, low-income families, children</p> <p>Children and young people</p> <p>Parents, low-income families, children</p>
<p>Negative If the current service remained as it is, as one of the priority groups, consideration needs to be given to how many disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions) are able to access the service.</p>	<p>Parents with a disability or long term health condition</p>

Equality, Health and Wellbeing and Human Rights	Affected populations
<p>The current services don't, however, cater to those who live in poverty out with these areas so is not a city-wide service.</p> <p>Some rural communities on the periphery of the city have high demand and not much provision. How do we meet the needs of everyone and balance within the service?</p> <p>The funding allocated to this service area is limited and not enough to adequately provide a city-wide service. If there is a future service, it is likely that it would have to be targeted at areas of most need.</p> <p>The uncertainty of the future plans and implementation dates for the Scottish Government wraparound care plans for those in poverty and the expansion of the 1140 hours makes it hard to fully plan these services. There will be duplication if these services continue as they are.</p> <p>There is a shortage of childminders in some areas of the city and especially those that are partner providers for the 1140 hours. Childminders offer a solution to lack of childcare in certain areas. There are currently approx. 300 childminders and under 50 of those are partner providers who can offer the 1140 hours. Part of the problem is that the funding for 1140 hours is less than many childminders in Edinburgh charge by the hour so they are reluctant to come into partnership.</p> <p>There is currently a staffing crisis in early years, OSC and holiday childcare in Edinburgh. Providers are struggling to attract people into their jobs and some are struggling to operate because of staff shortages.</p> <p>Private ELC providers are particularly struggling to recruit and retain staff because they aren't able to offer the same terms and conditions as local authority settings.</p>	<p>Parents, low-income families, children</p> <p>Parents</p> <p>Parents, low-income families, children</p> <p>Parents, low-income families, children</p> <p>Parents</p> <p>Parents, children</p> <p>Parents</p>

Environment and Sustainability including climate change emissions and impacts	Affected populations
<p>Positive</p> <p>Reduced need to travel due to local services which means parents/children can walk to services. Although means some families who aren't in the local area may need to travel further.</p>	<p>Parents, low-income families, children</p>

Environment and Sustainability including climate change emissions and impacts	Affected populations
<p>If it became a means tested service where the money followed the child, rather than 4 specific services, there are settings within the 20 min neighbourhood of all locations in Edinburgh.</p>	<p>Parents, low-income families, children</p>
<p>Negative</p> <p>The 4 current providers are mostly located at the extremities of the locality so is a great travel distance for those in more central locations, if they would even use the services. It also means that families from neighbouring local authorities may also use the services and thus not benefit Edinburgh families.</p> <p>Hybrid working – parents may not want childcare services based at place of work as they could be traveling more when not in office to get access to childcare service.</p>	<p>Parents, low-income families, children</p> <p>Parents, low-income families, children</p>

Economic	Affected populations
<p>Positive</p> <p>One possible option for the future is to look at a model where the price of all childcare is capped – for example, if a parent is charge £9 per hour, they would pay a maximum of 5. Re-look at changing the rates for families to keep affording the service.</p> <p>The income maximisation and integration of employability services was never implemented by the childcare providers as part of these contracts. This would need to be addressed if services continue.</p>	<p>Parents, low-income families, children</p> <p>Parents, low-income families</p>
<p>Negative</p> <p>With the cost of living crisis, people are struggling to even pay the subsidised rate of childcare.</p> <p>Cost and availability of childcare is a huge barrier towards all of this that needs to be addressed through this strategy.</p>	<p>Parents, low-income families</p> <p>Parents, low-income families</p>

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

If specific services are commissioned, this will be delivered by contractors or consortiums of contractors. 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 asked to confirm policies are in place around the issues outlined above, however would only be asked to produce these upon being identified as the winning bidder.

10. Consider how you will communicate information about this policy/ service change to children and young people and those affected by sensory impairment, 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 services that are commissioned will be made through the Council's committee structures. Once a decision has been made on awarding the contracts, the associated reports will be available for the public to view on the Council's Committee Papers Online website.

The chosen provider(s) will be required to provide information about marketing and promotion. It should also specify how this will be accessible to all clients, taking into account any disabilities or language barriers.

Information about the new services will also be communicated via the Edinburgh Guarantee website and social media channels.

The chosen provider(s) should also target the Joined Up For Jobs network and family support services which will be used by potential customers.

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.

11. Is the plan, programme, strategy or policy likely to result in significant environmental effects, either positive or negative? If yes, it is likely that a Strategic Environmental Assessment (SEA) will be required and the impacts identified in the IIA should be included in this. See section 2.10 in the Guidance for further information.

No

12. 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

13. Specific to this IIA only, what recommended actions have been, or will be, undertaken and by when? (these should be drawn from 7 – 11 above) 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 job title)	Deadline for progressing	Review date
Consideration needs to be given to translation and communication of future services to the BME community if they are more of a focus.	Craig Dutton, Katie Weavers and any future providers	ongoing	
Analysis of Helix data will be carried out to analyse the equalities data around those accessing the service, especially the BME community and others from the 6 priority family groups.	Craig Dutton	June 2023	
Cost and availability of childcare is a huge barrier for parents. UPDATE: This falls under the remit of the Scottish Government’s Best Start, Bright Futures strategy which aims to support low-income families with school age childcare and to expand the 1140hrs to all 1 and 2 year olds. This will be progressed through the Education and Children’s Services department. The issues around availability are an ongoing challenge that cannot be fully resolved through this CEC service but it remains high on the agenda for the steering group to discuss going forward. Funding from Scottish Government for Parental Employability Support (PES) aims to investigate the potential options around flexibility of childcare. This will be included in a separate IIA for PES.	Philip Ritchie and Katie Weavers	April 2023	

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 job title)	Deadline for progressing	Review date
The level of funding available will not adequately support parents as a city-wide service so the areas of greatest need will have to be identified: update – focusing on the child poverty map for Edinburgh and the SIMD map (See page 9) might be the best way to target low-income families.	Philip Ritchie and Katie Weavers	April 2023	
Identify additional support that could be put in to encourage childminding as a career option. This would help with the shortage of childcare in Edinburgh and could be a good career choice for many parents. UPDATE: CEC are now running a pilot with SCMA to recruit 30 new childminders in Edinburgh.	Katie Weavers	December 2022	

14. Are there any negative impacts in section 8 for which there are no identified mitigating actions?

The issues around recruitment and retention of staffing in the childcare sector is not something that can be resolved through this strategy but Business Growth and Inclusion continue to work with colleagues in Education and Children’s Services to look at ways that they can support this area.

15. How will you monitor how this proposal affects different groups, including people with protected characteristics?

Any future services that are developed as part of this funding will be required to collect client information, including equalities data, and enter it in the management information system, Helix. This will allow us to monitor how future services are working with different groups.

16. Sign off by Service Director

Name Peter Watton

Date 28 June 2023

17. **Publication**

Completed and signed IIAs should be sent to:

integratedimpactassessments@edinburgh.gov.uk to be published on the Council website www.edinburgh.gov.uk/impactassessments

Edinburgh Integration Joint Board/Health and Social Care

sarah.bryson@edinburgh.gov.uk to be published at www.edinburghhsc.scot/the-ijb/integrated-impact-assessments/