

Initial equality impact assessment screening form (As of October 2015 this form replaces 'Record of decision not to carry out an EIA')	
This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.	
Directorate	CYPS
Service area	Education & Skills
Proposal being screened	Early Years Service Review
Officer(s) carrying out screening	Louise Ryder
What are you proposing to do?	This project aims to review the following areas: <ul style="list-style-type: none"> • The deployment, allocation and management of all staff associated with Early Years provision. This includes Education & Skills, Inclusion, Prevention, Strategy & Commissioning, Safeguarding, Virtual Schools and Strategic planning. • A review of current procedures, processes and operating practices identifying areas for development and improvement • The coproduction of a redesigned Early Years Service which can meet the statutory service requirements and address the reduction in funding
Why are you proposing this? What are the desired outcomes?	<ul style="list-style-type: none"> • A reduction in the budget of £798,000 recurring from April 2018 • A service model which has clearly identified trading opportunities • A revised reviewing system which: eliminates overlapping processes, delivers change and is sensitive to the needs of children and families • More flexible support for providers delivering Early Years provision • Stability of support for the sector • Improved Educational, Health and Family outcomes for 0-5year olds • A coproduced service which addresses unmet need
Does the proposal involve a significant commitment or removal of resources? Please give details.	Yes – the expectation is this project will see development of a service model which has a reduced workforce
Is there likely to be an adverse impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristics? As part of this assessment, please consider the following questions: <ul style="list-style-type: none"> • To what extent is this service used by particular groups of people with protected characteristics? • Does the proposal relate to functions that previous consultation has identified as important? • Do different groups have different needs or experiences in the area the proposal relates to? 	
If for any characteristic it is considered that there is likely to be a significant adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your Equality rep for advice if you are in any doubt.	

Protected characteristic	Yes	No	Don't know/No info available
Age	Yes		
Disability	Yes		
Sex (Gender)		No	
Race		No	
Sexual orientation		No	
Gender reassignment		No	
Religion or belief		No	
Pregnancy or maternity		No	
Marriage or civil partnership		No	
NYCC additional characteristic			
People in rural areas	Yes		
People on a low income	Yes		
Carer (unpaid family or friend)		No	
Does the proposal relate to an area where there are known inequalities/probable impacts (e.g. disabled people's access to public transport)? Please give details.	No		
Will the proposal have a significant effect on how other organisations operate? (E.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.	Potentially – the proposals from this work may impact on providers delivering services for Early Years ie: Childminders. These services may support people with protected characteristics for example Disabled Children		
Decision (Please tick one option)	EIA not relevant or proportionate:		Continue to full EIA: Yes
Reason for decision	<p>This review will cover a range of service areas where consideration will need to be given from an equalities perspective for example:</p> <ul style="list-style-type: none"> • Service provision is age dependant and these restrictions are not consistent across all the service • Provision of service may be reduced as a result of these proposals which may impact negatively on those from rural areas and/or low income • This service will potentially see reductions in the workforce <p>Due regard needs to be paid whilst developing any changes and the potential impact this may have on people with protected characteristics</p>		
Signed (Assistant Director or equivalent)	Pete Dwyer		
Date	13.01.17		