

# EQUALITY IMPACT ASSESSMENT

revised 2015

The purpose of this template is to guide policy makers in equality considerations whilst developing new or revising existing policies, practices or procedures. It should be used in conjunction with the Guidance Notes

<b>Name of Policy:</b>	<b>Childcare Policy</b>
<b>Assessed by:</b>	<b>Louise Burnet</b>
<b>Date of Assessment:</b>	<b>31<sup>st</sup> May 2016</b>

## Step 1: Identify aims of the policy

<p>What is the <b>purpose</b> of the policy? How do these relate to equality?</p> <p>The purpose of the policy is to provide funding to support childcare costs while students study at college.</p> <p>The policy has to fit within SFC Guidance and ensure priority groups receiving funding first.</p> <p>The policy needs to be clear on what can and cannot be paid for to support a student in their decision to come to college. There is to be hourly caps and session caps to avoid students and the college paying excessive childcare costs</p> <p>The policy will have the biggest impact on female students</p>
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## Step 2: Consider the evidence

<p>What data or evidence do you intend to use for the purposes of the assessment? Are there any gaps in evidence? How will these be filled?</p> <p>In 2015-2016 there were 267 Students who applied for Childcare with at least 37 students using more than one type of childcare (there may be a gap in this data based on provider who provides both preschool and after school care)</p> <p>Of that 97% were female and 3% were male.</p> <p>63% of students are lone parents</p> <p>25% of students use childminders with only 12 students paying more than the hourly cap and another 21 using childminders with session rates – this equates to 11% of those accessing the funding</p> <p>For 52% of students the policy change has no impact as they are either using council nurseries or private nurseries who already charge more than our caps</p>
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### **Step 3: Assess likely impact**

3.1 What does the information you have tell you about how this policy might eliminate discrimination

There is a risk that by reducing childcare funding available this could have a negative impact on female students and retention, however if they end up in childcare arrears for reasons not linked to their attendance they can apply to the student assistance fund for financial support. We will also make students aware if their childcare costs appear to be high compared with others so they can look to find cheaper options as we have capped the cost at the going rate for childcare so students are not disadvantaged.

3.2 How does the policy contribute to advancing equality of opportunity?

The policy has reasonable adjustments built into it to meet the needs of different groups by prioritising more vulnerable groups such as care experienced, carers, lone parents and mature students (HE only).

3.3 How does the policy affect good relations?

To try and support students better we are producing a mini guide solely for childcare, this will explain free early education and childcare places, give local authority contact details, the table with the guide on how much we will pay so students can make a choice based on information provided.

### **Step 4: Decision Making**

Use the options below to summarise how your assessment has informed your decisions

4.1 No major change (policy is robust)

4.2 Adjust the policy (take steps to meet the general duty)

4.3 Continue the policy (continue despite the potential for adverse impact)

4.4 Stop and remove the policy (where adverse effects are not justified and cannot be mitigated or where the policy leads to unlawful discrimination)

#### 4.1 No Major change – Policy is robust

The policy fits SFC guidelines and has reasonable adjustments so there is no adverse impact on protected groups and it is a small percentage of students who could face an adverse effect.

### **Step 5: Publication**

Describe the arrangements for the publication of the results of assessment

This EQIA will be submitted to SMT for review as part of the approval for changes to the policy

### **Step 6: Monitoring and Review**

Describe how the policy will be monitored and reviewed

We will continue to review our Childcare policy and spend against the no of applications to the assistance fund for further childcare support.

Please return completed impact assessment to [equality@forthvalley.ac.uk](mailto:equality@forthvalley.ac.uk)

If you require any assistance in completing the form contact [equality@forthvalley.ac.uk](mailto:equality@forthvalley.ac.uk)