



Department of  
**Education**

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**DRAFT BUDGET 2015-16**

**EQUALITY AND HUMAN RIGHTS SCREENING**

**SURE START**

Equality Team  
4<sup>th</sup> Floor, Rathgael House  
Ext 59686/59472  
[equality@deni.gov.uk](mailto:equality@deni.gov.uk)

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# 1. POLICY SCOPING

## 1.1 Title of policy

Sure Start – Reduction in funding of £2m (8%)

## 1.2 Type of Policy Development

This is an Existing/Revised/New Policy

Existing – revision in funding

## 1.3 Description of policy

To reduce the current budget of £23.8m by 8% (£2m) to a revised £21.8m. It is proposed that this reduction will be made on a pro-rata basis across the 39 Sure Start projects.

## 1.4 What factors could contribute to, or detract from the intended aim/outcome of the policy?

None	
Legislative	
Financial	✓
Others please specify) Collateral costs associated with loss of staff due to £2m reduction.	✓

## 1.5 Main stakeholders affected

Pupils (Actual or Potential)	
Parents	✓
Teaching Staff	
Trade Unions or Professional Organisations	
Other Public Sector Organisations	✓
Departmental Staff	
Others (please specify) <ul style="list-style-type: none"><li>• Sure Start Children</li><li>• Sure Start Staff</li><li>• Voluntary and Community organisations.</li></ul>	✓

## 1.6 Who is responsible for:

### (a) Devising the policy

DE

### (b) Implementing it

DE, HSCB and 39 Sure Start Projects

### (c) Explain the relationship?


Sure Start is a service wholly funded by DE. DE allocates funding to the 39 Sure Start projects via HSCB which administers the Programme funding on DE's behalf.

## 1.7 Other policies or objectives with a bearing on this policy


The Minister has committed to expanding the Sure Start service to the 25% most disadvantaged areas here by end 2014/15.

## 2. EVIDENCE

### 2.1 What evidence/information (both qualitative and quantitative) have you gathered to inform this policy?

Section 75 Category	Details of Evidence/Information
Religious Belief	For tables 2.1 and 2.2 please see original EQIA completed for Sure Start Programme.   EQIMPASS.doc
Political Opinion	
Racial Group	
Age	
Marital Status	
Sexual Orientation	
Men And Women Generally	
Disability	
Dependants	

**2.2 Taking into account the evidence gathered at 2.1 what are the needs, experiences and priorities of each of the categories in relation to this particular policy?**

<b>Section 75 category</b>	<b>Needs/Experiences/Uptake/Priorities</b>
Religious Belief	<p>For tables 2.1 and 2.2 please see original EQIA completed for Sure Start Programme.</p>  <p>EQIMPASS.doc</p>
Political Opinion	
Racial Group	
Age	
Marital Status	
Sexual Orientation	
Men And Women Generally	
Disability	
Dependants	

### 3. SCREENING QUESTIONS

#### 3.1 What is the likely impact of this policy on equality of opportunity for each of the Section 75 equality categories?

Section 75 category	None*	Minor *	Major *	Details of policy impact Level of impact?
Religious belief	✓			Reduction of service will be on a pro-rata basis across the 39 Sure Start areas. This will therefore impact proportionally on all children eligible to access Sure Start services in the allocated areas.
Political opinion	✓			
Racial group	✓			
Age		✓		
Marital status	✓			
Sexual Orientation	✓			
Men and women generally	✓			
Disability	✓			
Dependants	✓			

**3.2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equality categories?**

<b>Section 75 category</b>	<b>NO*</b>	<b>Yes*</b>	<b>Provide Details</b>
Religious belief	✓		
Political opinion	✓		
Racial group	✓		
Age	✓		
Marital status	✓		
Sexual Orientation	✓		
Men and women generally	✓		
Disability	✓		
Dependants	✓		



**3.3 To what extent is the policy likely to impact on good relations between: people of different religious belief, political opinion or racial group?**

<b>Good relations category</b>	<b>No impact*</b>	<b>Minor impact*</b>	<b>Major impact*</b>	<b>Details of policy impact</b>
Religious belief	✓			
Political opinion	✓			
Racial group	✓			

**3.4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?**

<b>Good relations category</b>	<b>NO*</b>	<b>YES*</b>	<b>Provide Details</b>
Religious belief	✓		
Political opinion	✓		
Racial group	✓		

### **3.5 Additional considerations - Multiple identities**

**Please provide details of data on the impact of the policy on people with multiple identities and specify relevant Section 75 categories concerned.**

The 2015-16 draft proposals will not have a differential impact on people with multiple identities.

#### **4. SCREENING DECISION**

**Not to conduct an equality impact assessment; although there is a minor impact, on one or more of the equality of opportunities and/or good relations categories but mitigation/alternative policies will offset the minor adverse impact(s).**

Please provide details which support the decision

The Budget 2015-16 options to generate reductions is being considered to address the overall implications of the 2015-16 draft Budget for the Department of Education

There is no evidence to suggest that the proposed reduction in the Sure Start Budget will have a differential impact on any of the S.75 groupings

The reduced allocation may impact on the 2015-16 allocations to the 39 individual Sure Start projects which may lead to reductions in the number of front line services provided. However, as any reductions will be applied on a pro-rata basis across the projects, there is nothing to suggest that this would impact differentially on any S.75 groupings.

## 5. TIMETABLING AND PRIORITISING

**5.1 If the policy has been 'screened in' for equality impact assessment, then please answer the following questions to determine its priority.**

On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for equality impact assessment.

Criterion	Priority Rating
Effect on equality of opportunity and good relations	
Social need	
Effect on people's daily lives	
Relevance to a public authority's functions	
<b>Total</b>	

Details of the Department's Equality Impact Assessment Timetable will be included in a Quarterly Screening Report.

**5.2 If the policy is affected by timetables established by other relevant Public Authorities please provide details**

N/A
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## 6. MITIGATION

If you conclude that the likely impact is 'minor' and an equality impact assessment is not to be conducted, you should consider: mitigation to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

**Why and how will the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?**

The intention to reduce the funding on a pro-rata basis across the 39 Sure Start projects should minimise the risk of unequal opportunity across the majority of Section 75 categories.

## **7. MONITORING**

**Effective monitoring will help identify any future adverse impact arising from the policy, as well as help with future planning and policy development.**

**Please detail what data you will collect in the future in order to monitor the effect of the policy on any of Section 75 equality categories.**

Data to monitor and report on the achievement of Sure Start targets and outcomes will be collected via the Sure Start Play database.

If funding is reduced, use of the Sure Start Play database will permit the provision of evidence of any change in achievement of objectives – and on services delivered to the children and parents affected.

## **8. DISABILITY DISCRIMINATION**

**8.1 Please state if the policy/decision in any way discourages persons with disabilities from participating in public life or fails to promote positive attitudes towards persons with disabilities.**

No

**8.2 Please state if there is an opportunity to better promote positive attitudes towards persons with disabilities or encourage participation in public life by making changes to the policy/decision or introducing additional measures.**

No

**8.3 Please detail what data you will collect in the future in order to monitor the effect of the policy with reference to the disability duties.**

Sure Start services are provided universally within the designated 25% most disadvantaged wards here. Therefore, children or parents with disabilities will have equal access to Sure Start services if living within the eligible wards.

## 9 CONSIDERATION OF HUMAN RIGHTS ISSUES

### 9.1 How does the policy/decision affect anyone's Human Rights?

I.E.

The Human Rights Act (1998)

The United Nations Convention on the Rights of the Child (UNCRC)

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)

The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

Insert Right Considered	*
Positive Impact	
Negative Impact (human right interfered with or restricted)	
Neutral Impact	✓

*If the effect you have identified is positive or neutral proceed to Question 9.3.*

### 9.2 If you have identified a negative impact who is affected and how?

N/A

*At this stage you should determine whether to seek legal advice and to refer to the issue to the Equality Team to consider:*

- *whether there is a law which allows you to interfere with or restrict rights*
- *whether this interference or restriction is necessary and proportionate*
- *what action would be required to reduce the level of interference or restriction).*

### 9.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy/decision.

None known



## 10 CONSIDERATION OF RURAL IMPACTS

10.1 Is there potentially a direct, or indirect, impact on rural areas?

(\* Please tick ✓ as appropriate)

YES*	
NO*	✓

***Guidance on Rural Impact Assessment can be found in Thinking Rural: The Essential Guide to Rural Proofing***

**10.2 If YES please attach a DARD Rural Issues Statement Pro-forma (A Pro-forma can be found in TRIM Document DE1/14/117152)**