

DEPARTMENT OF EDUCATION
EQUALITY AND HUMAN RIGHTS POLICY SCREENING
FOR
Childcare Recovery Support Fund

Childcare Strategy Unit
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Further advice can be found in [Effective Section 75 Equality Assessments: Screening and Equality Assessments \(ECNI. 2017\)](#)

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1. BACKGROUND

1.1	Title of policy
Childcare Recovery Support Fund	

1.2	Type of Policy Development
This is a New Policy	

1.3	Description of policy
<p>As a result of the Covid-19 pandemic, and the impact which the pandemic is having on the economy, on 30 June 2020, the Executive agreed to a £10.5m Childcare Recovery Support Fund to support the re-opening of childcare provision in July and August 2020 to ensure childcare is available as far as possible for parents who need it, to support economic recovery and return to work in line with the Executive Recovery Plan.</p> <p>The childcare sector is experiencing extreme financial difficulty and must adhere to the Department of Health guidance and be endorsed to re-open by Health and Social Care (HSC) Trusts. There are over 3,000 childcare providers eligible for the Covid-19 funding from this Fund.</p> <p>There are four key objectives of the Fund:</p> <ol style="list-style-type: none">1. To support the re-opening of childcare provision in July and August 2020 to ensure childcare is available as far as possible for parents who need it, to support economic recovery and return to work in line with the Executive Recovery Plan;2. To provide a level of financial support to childcare providers to assist with the additional costs of operating within DoH Covid-19 guidance and to support their financial viability in the re-opening phase, recognising that many providers may not be able to operate at full capacity;3. To maximise the number of settings supported to re-open through the development of a simple, easy to use application process; and4. To process payments promptly to facilitate the re-opening of settings as quickly as possible. <p>The Fund will provide support for: Daycare settings, School-age childcare within daycare settings, Stand-Alone Out of School settings, Playgroups, Childminders and Approved Home Childcarers.</p> <p>The original closing date for Covid-19 Childcare Recovery Support Fund applications was 11th September 2020. Due to an amendment to the funding amounts payable to childminders on 17 September, the Fund remained open only for childminders who had not yet made an application until 2 October 2020.</p>	

1.4	What factors could contribute to, or detract from the intended aim/outcome of the policy? (Please click on relevant boxes)
None	<input type="checkbox"/>
Legislative	<input checked="" type="checkbox"/>
Financial	<input checked="" type="checkbox"/>
Others (please specify) Click here to insert text.	

1.5 Main stakeholders affected (Please click on relevant boxes)	
Pupils (Actual or Potential)	<input checked="" type="checkbox"/>
Parents	<input checked="" type="checkbox"/>
Teaching Staff	<input type="checkbox"/>
Trade Unions or Professional Organisations	<input checked="" type="checkbox"/>
Other Public Sector Organisations	<input checked="" type="checkbox"/>
Departmental Staff	<input type="checkbox"/>
Others (please specify) Childcare providers	

1.6 Who is responsible for?
<p>(a) Devising the policy/policy review/revised policy/pilot/project Department of Education.</p> <p>(b) Implementing it Policy implementation DE. Operational implementation – Early Years the organisation for young children (EYO) on behalf of DE.</p> <p>(c) Explain the relationship? EYO has been appointed to administer the Fund on behalf of DE.</p>

1.7 Other policies or objectives with a bearing on this policy
<p>The childcare recovery Support Fund is linked to the NI Executive CORONAVIRUS APPROACH TO DECISION-MAKING https://www.executiveoffice-ni.gov.uk/sites/default/files/publications/execoffice/our-approach-to-decision-making-summary-120520.pdf</p> <p>Childcare Recovery Plan : https://www.education-ni.gov.uk/sites/default/files/publications/education/COVID-19%20Childcare%20Recovery%20Plan.pdf</p> <p>DE's Education Restart - New School Day guidance https://www.education-ni.gov.uk/landing-pages/education-restart.</p> <p>It is also linked to Depart of Health Covid-19 guidance for Childcare Providers. https://www.health-ni.gov.uk/publications/covid-19-childcare-guidance.</p>

2. EVIDENCE

2.1 What evidence/information (both qualitative and quantitative) have you gathered to inform this policy in respect of each of the categories?	
Section 75 Category	Details of Evidence/Information
Religious Belief	No information is available on the religious background of childcare providers or the communities they serve. This is not routinely collected by all childcare providers, although some may do so.
Political Opinion	Religious belief is often used as a proxy for political opinion.
Racial Group	No information is available on the racial group of childcare providers or of that of the communities they serve. However, the provision of formal childcare can have a positive educational impact on children from particular equality groups – including children from minority ethnic communities.
Age	At September 2019, 3,862 childcare providers were registered for the provision of day care for children under the age of 12 with Health and Social Care (HSC) Trusts in Northern Ireland, providing 60,849 childcare places. Of the total childcare providers, 2,703 were childminders providing 15,694 day care places. This equated to approx. two thirds of those providing day care services and just over a quarter of the places provided with an average of 6 child places per child-minder. ¹
Marital Status	Single parents make up nearly one in four families with children. Nine in ten single parent families are headed by a single mother. ²
Sexual Orientation	No information is available on the sexual orientation of childcare providers or of that of the communities they serve.
Men And Women Generally	Gender has no bearing on the application of this fund. However, evidence would suggest that women are more likely to have childcare responsibility and be a single parent. In addition, women are more likely to be childminders and work in the childcare sector. Therefore it is likely that this fund may have more impact for women who are parents and workers.
Disability	This information is not collected separately. However, the Covid-19 Approved Homecarer funding made available from this fund is more likely to be of benefit to children with a disability to be cared for in their home. The provision of formal childcare can have a positive developmental impact on children from particular equality groups – including children with disabilities.

¹ <https://www.health-ni.gov.uk/sites/default/files/publications/health/child-social-care-18-19.pdf>

² <https://www.gingerbread.org.uk/wp-content/uploads/2018/02/One-in-four-a-profile-of-single-parents-in-the-UK.compressed.pdf>

Dependants	As this Fund is providing financial support for childcare providers, to help support childcare provision, it is likely that dependants using this provision will be positively impacted by the Fund.
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2.2 Taking into account the evidence gathered at 2.1 what are the needs, experiences and priorities of each category in relation to this particular policy?

Section 75 category	Needs/Experiences/Uptake/Priorities
Religious Belief	The availability of formal childcare provision is important to persons of all or no religious beliefs particularly those encountering socio-economic disadvantage.
Political Opinion	N/A
Racial Group	The provision of formal childcare can have a positive developmental impact on children from particular equality groups - including children from minority ethnic communities.
Age	The target age for childcare provision is 0-12 years. However there may be instances where the range can be up to the age of 14, potentially in the case of child with a disability.
Marital Status	Single parents make up nearly one in four families with children. Nine in ten single parent families are headed by a single mother. ³
Sexual Orientation	The availability of formal childcare provision is important to persons irrespective of sexual orientation, particularly those encountering socio-economic disadvantage.
Men And Women Generally	Single parents make up nearly one in four families with children. Nine in ten single parent families are headed by a single mother.
Disability	Funding for the Covid-19 Approved Homecare Scheme made available from this recovery fund is more likely to be of benefit to children with a disability to be cared for in their home.
Dependants	On average, parents are doing childcare during 9 hours of the day, and housework during 3. Among all parents, paid work now takes up an average of just 3 hours, partly driven by the large losses in employment. By contrast, comparable figures from 2014/15 suggest that, on a regular school day, parents did 5½ hours of childcare and 6½ hours of paid work. Furthermore, parents are now often doing at least two activities at the same time ⁴ .

³ <https://www.gingerbread.org.uk/wp-content/uploads/2018/02/One-in-four-a-profile-of-single-parents-in-the-UK.compressed.pdf>

⁴ <https://www.ifs.org.uk/publications/14860>

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	Level of Impact?	Details of policy impact
Religious belief	MINOR	The Childcare Recovery Support Fund will provide a level of financial support to assist the re-opening of childcare provision in July and August 2020 to ensure childcare is available as far as possible for parents who need it, to support economic recovery and return to work in line with the Executive Recovery Plan. Although data is not available on uptake of childcare by religious belief, it is expected that this will have a positive impact on all the children and parents using the setting, by helping to ensure that childcare is available.
Political opinion	MINOR	Religious belief is often used as a proxy for political opinion. Therefore, the text above refers.
Racial group	MINOR	The Childcare Recovery Support Fund will provide a level of financial support to assist the re-opening of childcare provision in July and August 2020 to ensure childcare is available as far as possible for parents who need it, to support economic recovery and return to work in line with the Executive Recovery Plan. Although data is not available on uptake of childcare by racial group, it is expected that this will have a positive impact on all the children and parents using the setting, by helping to ensure that childcare is available.
Age	MINOR	The fund will have a positive impact for children aged 0-12 who are in need of childcare provision, as it ensures that more childcare provision is available.
Marital status	MINOR	The Fund is likely to have a positive impact on women who are more likely to be single parents and when in a relationship, bear the main responsibility for childcare.
Sexual Orientation	MINOR	The Childcare Recovery Support Fund will provide a level of financial support to assist the re-opening of childcare provision in July and August 2020 to ensure childcare is available as far as possible for parents who need it, to support economic recovery and return to work in line with the Executive Recovery Plan. Although data is not available on uptake of childcare by sexual orientation, it is expected that this will have a positive impact on all the children and parents using the setting, by helping to ensure that childcare is available.
Men and Women generally	MINOR	To support the re-opening of childcare provision in July and August 2020 to ensure childcare is available as far as possible for parents who need it, to support economic recovery and return to work in line with the Executive Recovery Plan. The Fund is likely to have a positive impact on women who are i) more likely to bear the main responsibility for childcare and ii) more likely to be employed within the childcare sector.

Disability	MINOR	The continued funding of childcare and the Approved Homecarer scheme is more likely to benefit vulnerable children, and parents with a disability who are supported by childcare for their children.
Dependants	MINOR	As the Childcare Recovery Support Fund seeks to ensure childcare is available as far as possible for parents who need it, to support economic recovery and return to work in line with the Executive Recovery Plan, this will have a positive impact on dependents.

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

Section 75 category	YES/NO	Provide Details
Religious belief	NO	Click here to enter text.
Political opinion	NO	Click here to enter text.
Racial group	NO	Click here to enter text.
Age	YES	Support to childcare providers will ensure that childcare places are available for those children that need them.
Marital status	YES	Support to childcare providers will ensure that childcare places are available for those parents that need them.
Sexual Orientation	NO	Click here to enter text.
Men and Women generally	YES	Support to childcare providers will ensure that childcare places are available for those female care providers that need them and to the women who make up the majority of the workforce in the childcare sector. However, whilst it may largely apply to women, it will also apply to men who do have caring responsibilities for children and/or single male parents.
Disability	YES	Support for Approved Homecarers will ensure that childcare places are available for those vulnerable children that need them. Promotion of Approved Home Childcare will also be considered as part of the development of the Executive Ten Year Childcare Strategy.
Dependants	YES	Support to childcare providers will ensure that childcare places are available for those children that need them.

3.3 To what extent is the policy/policy review/revised policy/pilot/project likely to impact on good relations between: people of different religious belief, political opinion or racial group?		
Good relations category	Impact	Details of policy impact
Religious belief	NONE	Click here to enter text.
Political opinion	NONE	Click here to enter text.
Racial group	NONE	Click here to enter text.

3.4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	YES/NO*	Provide Details
Religious belief	NO	Click here to enter text.
Political opinion	NO	Click here to enter text.
Racial group	NO	Click here to enter text.

3.5 Additional considerations - Multiple identities

Please provide details of data on the impact of the policy/policy review/revised policy/pilot/project on people with multiple identities and specify relevant Section 75 categories concerned.

The Childcare Recovery Support Fund is unlikely to 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).

Details which support the screening decision

The Childcare Recovery Support Fund has been put in place within very tight timescales to help address issues caused by the unprecedented Covid-19 pandemic. It aims to:

1. Support the re-opening of childcare provision in July and August 2020 to ensure childcare is available as far as possible for parents who need it, to support economic recovery and return to work in line with the Executive Recovery Plan
2. Provide a level of financial support to childcare providers to assist with the additional costs of operating within DoH Covid-19 guidance and to support their financial viability in the re-opening phase, recognising that many providers may not be able to operate at full capacity
3. Maximise the number of settings supported to re-open through the development of a simple, easy to use application process

The Fund by helping support the re-opening of childcare provision will support parents to return to work, provide childcare places for children that need them and help support the economic recovery.

5. TIMETABLING AND PRIORITISING

5.1 NOT APPLICABLE AS POLICY SCREENED OUT

Criterion	Priority Rating
Effect on equality of opportunity and good relations	Choose score.
Social need	Choose score
Effect on people's daily lives	Choose score
Relevance to a public authority's functions	Choose score
Total	Choose Total

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

N/A

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

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/policy review/revised policy/pilot/project be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

The Fund by helping support the re-opening of childcare provision will support parents to return to work, provide childcare places for children that need them and help support the economic recovery

7. MONITORING

Effective monitoring will help identify any future adverse impact arising from the policy/policy review/revised policy/pilot/project, 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/policy review/revised policy/pilot/project on any of Section 75 equality categories

DE will, with the assistance of the Fund administrator, and in consultation with the sector through the Childcare Reference Group, monitor any issues identified in relation to any of the S75 Groups.

8. DISABILITY DISCRIMINATION

8.1	Please state if the policy/policy review/revised policy/pilot/project 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/policy review/revised policy/pilot/project 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/policy review/revised policy/pilot/project with reference to the disability duties.
See 7 above.	

9. CONSIDERATION OF HUMAN RIGHTS ISSUES

9.1 How does the policy/policy review/revised policy/pilot/project review/revised policy/pilot/project affect anyone's Human Rights?	
The Human Rights Act (1998)	Neutral Impact
The United Nations Convention on the Rights of the Child (UNCRC)	Neutral Impact
The United Nations Convention on the Rights of Persons with Disabilities (UNC	Neutral Impact
The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)	Positive Impact
Other,(please state here)	Choose

9.2 If you have identified a negative impact who is affected and how?
<p>Not Applicable – no negative impact identified.</p> <ol style="list-style-type: none"> Human Right impacted Nature of the impact and Who will be impacted <p>At this stage you should determine whether to seek legal advice and to refer the issue to the Equality Team to consider:</p> <ul style="list-style-type: none"> whether there is a law which allows you to interfere with or restrict rights whether this interference or restriction is necessary and proportionate and 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/policy review/revised policy/pilot/project.
None known


10. RURAL NEEDS

The undertaking of a [Rural Needs Impact Assessment \(RNIA\)](#) is an integral part of the development, adoption, implementation or review of a policy, strategy or plan or the design or delivery of a public service.

Will a separate RNIA be completed?

Yes	<input type="checkbox"/>
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11. APPROVAL AND AUTHORISATION

Screened by:	Position	Date
D E Frost	Principal	21/08/2020
Approved by:	Position	Date
 Tina Dempster	Head of Childcare Strategy Team	30/09/2020

<u>FOR COMPLETION BY EQUALITY TEAM</u>		
Screening Decision	Agreed	
Quality Assured by:	R Magowan	10/11/2020
Click here to enter comments.		
Date Directorate/Team Informed:	10/11/2020	

<u>FOR COMPLETION BY POLICY TEAM</u>	
TRIM Ref No.	ED1/20/210859
Date screening form placed on Internet by policy team	25/11/2020

