

## **Appendix B**

### **Equalities Impact Assessment**

#### **Introduction**

A public authority must, in the exercise of its functions, have due regard to the need to—

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it

#### **Background**

##### *Population*

- The City of London has a population of 8,600 of which 713 residents are aged 0 – 18. Of these, 130 are aged 0 – 2 years.
- The population is diverse with around 25% from a Black, Asian or Minority Ethnic Community. 17% of the population are recorded as Asian in the 2021 census. There is a large Asian population living on the east of the City, bordering Tower Hamlets. The area also has the highest levels of income deprivation in the Square Mile and is also within the lowest 20% for income deprivation nationally. There are 29 children aged 0 – 2 who are resident in Portsoken Ward.
- The City Corporation currently supports 26 children with an EHCP. One of these children are aged under 5.

##### *Childcare*

- A total of 52 City children receive their childcare through City of London based childcare providers of which 21 are 0- 2-year-olds.
- Currently, eight 0 – 2-year-old and six 3 – 4-year-old City of London children receive their childcare provision through The Aldgate School. The eight consist of three babies and five 2 – 3-year-olds. Of the 14 City children, 11 are funded by the DfE.
- There are five other childcare providers in the City of London.
- Currently there are 10 existing 0 – 2 childcare places within existing providers in the City of London with a total of 45 places available in September for 0 – 2-year-olds (this excludes the Aldgate provision)
- There is currently one child in the Aldgate childcare provision who has a special educational need or disability

- Two of the children within this childcare provision live in the Portsoken ward
- We do not currently have data on the ethnicity of the City of London children attending the Aldgate provision

This Equality Impact Assessment considers the three policy proposals and assesses the potential impacts of each on the protected characteristics plus, experience of care, social mobility and whether the proposals help foster equality and good community relations. It considers these from two dimensions – the impact on children, and the impact on parents / carers.

Impacts that are positive, are likely to support the advancement of equality of opportunity in line with the Public Sector Equality Duty.

### Children

Protected Characteristic	Policy proposals		
	<b>Policy Proposal One – no subsidy (and therefore no childcare provision at The Aldgate School)</b>	<b>Policy Proposal Two – Subsidy to The Aldgate School</b>	<b>Policy Proposal Three – subsidy to all City Children attending childcare settings (subject to agreed eligibility criteria)</b>
Age	<p>These policy proposals specifically relate to children aged 0 – 2 (rising three)</p> <p>Overall, a reduction in childcare provision could have a potentially negative effect if it meant that children were unable to access the provision, they require which in turn impacts on a range of other associated factors such as educational outcomes and social mobility.</p> <p>There is currently capacity within other childcare provision in the City of London, but this is volatile</p>	<p>These policy proposals specifically relate to children aged 0 – 2 (rising three)</p> <p>Only subsidising the childcare at The Aldgate School would mean that children who are in other settings would not be benefitting from the additional subsidy. The approach may not support the advancement of equality of opportunity.</p> <p><b>Impact:</b> Potentially negative</p>	<p>These policy proposals specifically relate to children aged 0 – 2 (rising three).</p> <p>They are likely to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it</p> <p><b>Impact:</b> Positive</p>

	<p>and subject to change. There is also childcare provision in Tower Hamlets, within reasonable walking distance of those living in Portsoken Ward.</p> <p>Should capacity elsewhere change, the approach may not support the advancement of equality of opportunity.</p> <p><b>Impact:</b> Potentially negative if capacity / supply profile were to change</p>		
Race	<p>Around 17% of the population are recorded in the Census as Asian. There is a large Asian population living on the east of the City of Lonon. The rate of income deprivation is also highest in this area of the City of London (see socio-economic section below)</p> <p>Of the children who attend the childcare provision, who are from the City of London, two children live in the Portsoken ward.</p> <p>Anecdotal evidence suggests that some of the families on the east side of the City of London are less</p>	<p>As noted, the City of London Children who attend the childcare provision are not predominantly from the local area so subsidising the setting would not have a specific impact on this group.</p> <p><b>Impact:</b> Neutral</p>	<p>Subsidy following a child supports choice in accessibility</p> <p><b>Impact:</b> Positive</p>

	<p>likely to use childcare provision generally.</p> <p>Reducing provision at the Aldgate setting reduces accessibility to local provision. However, there is currently capacity in other providers in the City of London. There are also options just over the border in Tower Hamlets.</p> <p><b>Impact:</b> potentially negative</p>		
Disability	<p>All providers are required to make provision for children with SEND.</p> <p>There is currently one City of London Child who has SEN who attends the Aldgate childcare setting.</p> <p>Other childcare settings should be able to meet SEND needs. There is currently capacity within other settings within the City of London. There is also childcare provision in Tower Hamlets to the east of the Aldgate Provision</p> <p><b>Impact:</b> Neutral</p>	<p>All providers are required to make provision for children with SEND</p> <p><b>Impact:</b> Neutral</p>	<p>All providers are required to make provision for children with SEND</p> <p>However, subsidy following a child allows for more choice and options to meet a child's needs in a specific setting.</p> <p><b>Impact:</b> Positive</p>
Gender Reassignment	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral
Marriage or Civil Partnership	N/A	N/A	N/A

Pregnancy and Maternity	N/A	N/A	N/A
Sex	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral
Religion or Belief	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral
Sexual Orientation	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral

*Additional considerations*

Characteristic	Policy proposals		
	Policy Proposal One – no subsidy (and therefore no childcare provision)	Policy Proposal Two – Subsidy to The Aldgate School	Policy Proposal Three – Subsidy to all City of London children in childcare settings (subject to agreed eligibility criteria)
Socio-economic deprivation	<p>There are higher levels of socio-economic deprivation in the east of the City of London which has wider implications around factors such as educational and health outcomes.</p> <p>Currently two children who attend the setting live in the Portsoken ward.</p> <p>There is a potential negative impact of reducing accessibility to childcare in the east of the City of London on those experiencing socio – economic deprivation.</p>	<p>The setting is rooted in the local community and for local families provides an accessible option.</p> <p>However, there is a potentially negative impact for children who don't attend the setting and don't benefit from the subsidy</p> <p><b>Impact:</b> Potentially negative</p>	<p>Provides equity to more children</p> <p><b>Impact:</b> Positive</p>

	<p>However, there is currently other childcare provision across the City of London and across the border in Tower Hamlets.</p> <p><b>Impact:</b> Potentially negative</p>		
Care Experience	<p>There are currently seven children in care of which one is aged 0 – 4.</p> <p>Children in Care are accommodated outside City boundaries and do not generally use City of London based childcare provision.</p> <p>There may be children who have previously been in care who return to the care of their parents in the City of London who require childcare provision. Given the size and scale of the children in care cohort, this is unlikely to be a significant issue in relation to this provision and would only be likely to impact where the family lived in that area.</p> <p><b>Impact:</b> Neutral</p>	<b>Impact:</b> Neutral	<p>Experience of care and the context of this means that these often experience differential life chances / outcomes.</p> <p>Access to childcare and educational opportunities that meet their needs are critical.</p> <p>This proposal helps facilitate that.</p> <p><b>Impact:</b> Positive</p>
Social Mobility	<p>Education forms the basis for social mobility later in life and</p>	<b>Impact:</b> Neutral	<p>Provides equity for more children</p> <p><b>Impact:</b> Positive</p>

	<p>good quality childcare early on contributes to this.</p> <p>Reducing the availability of childcare could therefore have an impact on this but as noted, there is currently capacity in other providers across the City of London and in Tower Hamlets.</p> <p><b>Impact:</b> Potentially negative</p>		
Advancing Equality and Fostering Good Relations	<p>Any childcare provision should be fostering equality and good relations.</p> <p>Given that there are other childcare providers across the City of London or over the border in Tower Hamlets, the impact here is neutral.</p> <p><b>Impact:</b> Neutral</p>	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral

**Parents and Carers**

	<b>Policy Proposal One – no subsidy</b>	<b>Policy Proposal Two – Subsidy to The Aldgate School</b>	<b>Policy Proposal Three – Subsidy to all City of London children in childcare (subject to agreed eligibility criteria)</b>
Age	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral

<p>Race</p>	<p>The east of the City of London has a more diverse population with many families from an Asian background. The rate of income deprivation is also highest in this area of the City of London (see socio-economic section below)</p> <p>Of the children who attend the childcare provision, who are from the City of London, two children live in the Portsoken ward in the east of the City of London.</p> <p>Anecdotal evidence suggests that some of the families on the east side of the City of London are less likely to use childcare provision generally.</p> <p>Reducing provision at the Aldgate setting reduces accessibility to local provision. However, there is currently capacity in other providers in the City of London. There are also options just over the border in Tower Hamlets.</p> <p><b>Impact:</b> Potentially negative</p>	<p>As noted, the City of London Children who attend the childcare provision are not predominantly from the local area so subsidising the setting would not have a specific impact on this group</p> <p><b>Impact:</b> Neutral</p>	<p>Subsidy following a child supports choice in accessibility and allows parents and carers to meet their childcare needs more flexibly.</p> <p><b>Impact:</b> Positive</p>
<p>Disability</p>	<p>There is no data on how many parents of children in the City of London are disabled.</p>	<p><b>Impact:</b> Neutral</p>	<p>Subsidy following a child supports choice in accessibility and allows</p>



	<p>There is a potential negative impact here if childcare options are not readily accessible, but this is dependent on geographical location of families with a disabled parent / carers within it.</p> <p>Disabled people are more likely to experience disadvantage in the labour market and accessible childcare is a key factor in tackling this disadvantage.</p> <p>There is however currently other childcare provision within the City of London and over the border in Tower Hamlets.</p> <p><b>Impact:</b> Neutral</p>		<p>parents and carers to meet their childcare needs more flexibly.</p> <p><b>Impact:</b> Positive</p>
Gender Reassignment	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral
Marriage or Civil Partnership	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral
Pregnancy and Maternity	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral
Gender	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral
Religion or Belief	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral
Sexual Orientation	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral

Additional considerations

	<b>Policy Proposal One – no subsidy</b>	<b>Policy Proposal Two – Subsidy to The Aldgate School</b>	<b>Policy Proposal Three – Subsidy to all City of London children in childcare (subject to agreed eligibility criteria)</b>
Socio-economic deprivation	<p>There are higher levels of socio-economic deprivation in the east of the City of London which has wider implications around factors such as educational and health outcomes.</p> <p>Currently 2 children who attend the setting live in the Portsoken ward</p> <p>There is a potential negative impact of reducing accessibility to childcare in the east of the City of London on those experiencing socio – economic deprivation.</p> <p>However, there is currently other childcare provision across the City of London and across the border in Tower Hamlets.</p> <p><b>Impact:</b> Potentially negative</p>	<p>The setting is rooted in the local community and for local families provides an accessible option.</p> <p>However, there is a potentially negative impact for children who don't attend the setting and don't benefit from the subsidy</p> <p><b>Impact:</b> Potentially negative</p>	<p>Provides equity to more children</p> <p><b>Impact:</b> Positive</p>
Care Experience	City of London Care Leavers are prioritised for City of London	<b>Impact:</b> Neutral	Experience of care and the context of this means that there

	<p>housing with most who want it receiving this housing by the age of 25. Ten care leavers have children.</p> <p>Middlesex Street estate is on the east of the City of London and some care leavers will live here.</p> <p>Social workers will support care leavers up to the age of 25 and this would include those care leavers who move into City of London housing with children. Accessing childcare would be one of the areas social workers would provide support with.</p> <p>There is however other childcare provision within the City of London and over the border in Tower Hamlets.</p> <p><b>Impact:</b> Potentially negative</p>		<p>can often be differential life chances and outcomes.</p> <p>Supporting care experienced parents with flexible and accessible childcare options supports the promotion of positive life outcomes.</p> <p><b>Impact:</b> Positive</p>
Social Mobility	<p>For parents and carers, access to employment and the ability to progress contributes to social mobility.</p> <p>Reducing the availability of childcare could therefore have an impact on this but as noted, there</p>	<b>Impact:</b> Neutral	<b>Impact:</b> Neutral

	<p>is currently capacity in other providers within the City of London and across the border in Tower Hamlets</p> <p><b>Impact:</b> Potentially negative</p>		
<p>Advancing Equality and Fostering Good Relations</p>	<p>Any childcare provision should be fostering equality and good relations.</p> <p>There are currently other childcare providers across the City of London or over the border in Tower Hamlets.</p> <p><b>Impact:</b> Neutral</p>	<p>Any childcare provision should be fostering equality and good relations.</p> <p><b>Impact:</b> Neutral</p>	<p>Any childcare provision should be fostering equality and good relations.</p> <p><b>Impact:</b> Neutral</p>