Equality Impact Assessment Form

Before completing this form, please refer to the Equality Impact Assessment Guidance documents and training materials

- EQIA Intranet Info hub
- EQIA Guidance

The Equality Impact Assessment (EQIA) will identify how any proposed policies, practices, activities, service changes or procedures will impact or affect different groups or communities if implemented. It supports officers in assessing whether the impacts are positive, negative, or unlikely to impact each of the nine protected characteristic groups. The assessment will also demonstrate whether there are ways to proactively advance equity, equality, diversity and inclusion. An EQIA is required before you finalise your proposal, or it may not be legally compliant.

If you have any questions or need feedback on your analysis, please contact the EDI team: CSPT.EDI@cityoflondon.gov.uk

Section 1: To be completed by all

Proposal Title	Closure of the 0-2 Childcare at The Aldgate School
Details of the lead officer completing the Assessment/ Role responsible for the completion of the EQIA	Kirstie Hilton Head of Service Education and Early Years
Department Responsible:	Department of Community and Children's Services (DCCS)
Who has been involved in creating the EQIA: (please summarise/list stakeholders you have engaged with and how)	• The Aldgate School (data) • Education and Early Years Service
Date of Initial assessment:	May 2026
Dates of review (as applicable)	

Please refer to the EQIA guidance when completing this form

1.PROPOSAL OVERVIEW

What does the proposal aim to achieve? Please outline your proposal below

- ➔ If no potential impacts are identified at this stage, proceed to **Section 3**
- ➔ If you believe there may be potential negative impacts, continue to **Section 2, Steps 2,3,4, and 5** to complete a full EQIA, then move to **Section 3**
- ➔ If you identified any positive impact, please record and monitor at **Section 2, Step 5,** then move to **Section 3**

Please feel free to attach supporting documents/ information

In June 2025, Members agreed a time-limited package of support for the school's 0–2 childcare, which runs until the end of August 2027.

Over recent months, City Corporation officers have continued to meet with the school's leaders and governors. Our shared aim has been to support the school as it developed a financially viable plan for the future and continuation of the 0-2 childcare.

This included exploring options that make best use of available income, national entitlements and fees, and ensuring that costs are understood and appropriately allocated. The school will update families when there is firm news about the model it intends to take forward from September 2027.

The 0–2 childcare at The Aldgate School continues to operate unchanged. The City Corporation will keep working alongside the school so that families have clear information as plans are developed. The City Corporation will also continue to meet its duty to ensure sufficient childcare across the Square Mile and to support families who are eligible for help.

At present, The Aldgate School is planning to close the childcare at the end of Summer 2027.

Please refer to the EQIA guidance when completing this form

Section 2: To be completed for a full EQIA

2. EVIDENCE AND IMPACT ANALYSIS

Please highlight the potential impact on these groups, actions taken to mitigate impact and advance equality, diversity and inclusion (include data/evidence upon which the analysis is based)
Protected Groups:

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion & Belief
- Sex
- Sexual Orientation

Additional Groups

- Socio-economic background
- Care leavers
- Carers & Parents
- Veterans

Where relevant note relevant intersectional impacts: where combinations of different group identities may result in unique or compounded impacts.

Closure of the 0-2 childcare at The Aldgate School will affect the 15 families who currently use the provision. Only 7 of these are City residents.

The City of London, along with other local authorities must plan, commission and oversee childcare provision, ensuring there are enough suitable places, including funded places, that meet the needs of working families and children with SEND, while supporting providers rather than replacing them. Our twice-yearly sufficiency assessment enables us to identify geographic gaps in provision and shortages for specific age groups as well as recognise any barriers affecting the take-up of places.

- **Age** – children under-three are the focus age group that may be affected by this closure. There will also be a negative impact for local parents/ carers whose children currently attend or who were planning to attend after August 2027. The Early Years Team will support the affected families to find alternative settings. There will be a neutral impact for those not eligible for the services provided by the childcare.
- **Disability** – children 0-2 with special educational needs and disabilities (SEND) may be affected. Currently we know of one child with SEND attending the childcare. The child will be three in December 2026 and will therefore be able to move to the Nursery class and not affected by the closure in August 2027. Any families who have children with SEND will be supported through the brokerage service to find alternative settings.

- **Pregnancy and maternity** – women currently pregnant may be negatively affected by the closure of the childcare when looking for a provision for their child. The Early Years brokerage service will support new parents in identifying local childcare.
- **Sex** – The census 2021 data showed that the City of London population comprised of 4,722 males and 3,861 females (55% and 44% respectively).

  According to research, mothers with pre-school aged children (under 5) spend 2 to 3 times as much time providing care, especially on weekdays, than men. This means that mothers may be more negatively affected by the closure than men.
- **Race** – The childcare at The Aldgate School serves the local population which includes families from several different ethnic backgrounds. There is a nearby nursery, located in Tower Hamlets, which the Early Years team is working closely with and will support City families to access. The nursery has recently signed up to the City's Childcare Accessibility Scheme.
- **Socioeconomic background** – The childcare currently offers places at a reduced rate for local families. The Childcare Accessibility Scheme has been designed to support families who require additional childcare assistance, including those experiencing economic disadvantage.

Care options for 0 – 2's (Early Years)	Effective date	Hourly rate
City residents (income below £55,000)	1st September 2024	£7.65
City residents (income above £55,000)	1st September 2024	£8.70
Non-City residents	1st September 2024	£9.25

Care options for 2 – 3-year-olds (Early Years)	Effective date	Hourly rate
City residents (income below £55,000)	1st September 2024	£7.35
City residents (income above £55,000)	1st September 2024	£8.40
Non-City residents	1st September 2024	£9.00

It is intended that there will be a neutral impact on the following characteristics:

- religion and belief
- care leavers/experience
- marriage and civil partnership

- gender reassignment
- sexual orientation

This proposal has no impact on veterans.

3. STAKEHOLDER ENGAGEMENT

Outline any consultation/engagement activity and additional information gathered not outlined above (if relevant) Include information on stakeholders involved, and methods used for engagement / consultation. Describe any further work required on proposals as a consequence of engagement/consultation (if relevant)

The City Corporation is working alongside the school so that families have clear information as plans are developed.

Further information will be shared with families in consultation with the school to ensure consistency of messaging.

Please refer to the EQIA guidance when completing this form

4. DECISION MAKING (MITIGATIONS AND CHANGE)

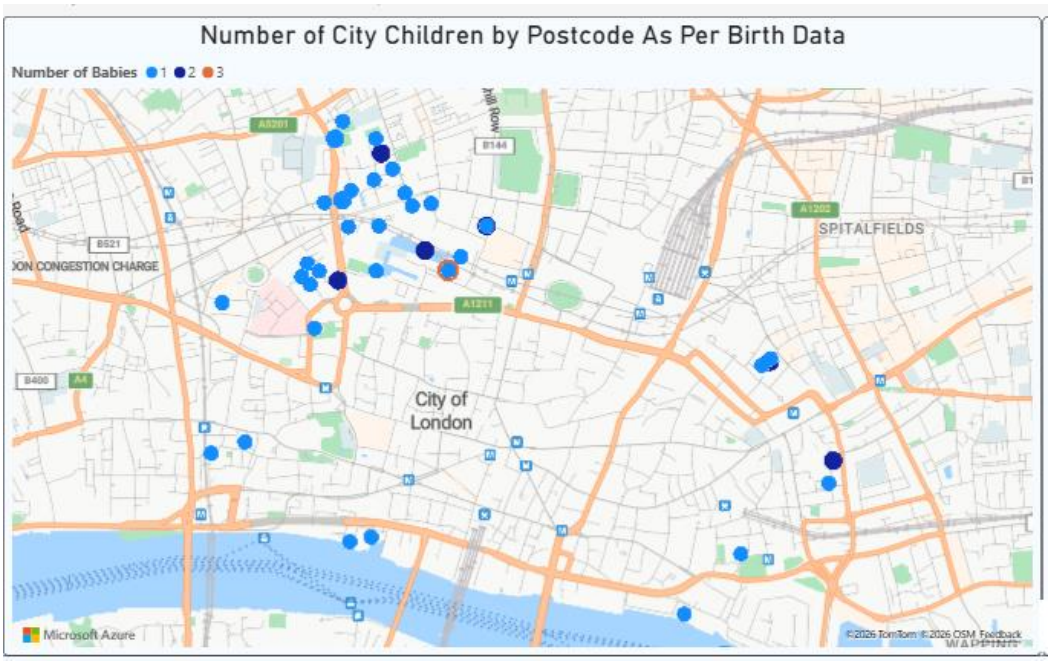
After completing steps 1-3, please outline your informed decision.

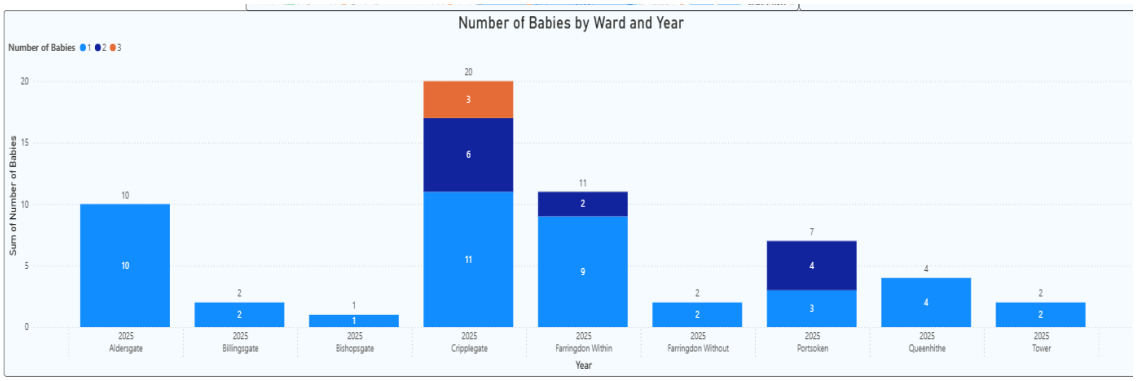
Possible outcomes could be that:

a. **No changes are required; there is no negative impact or discrimination**
b. **Available actions have been taken to remove or minimise potential negative impacts**
c. **Adjustments to the proposal to remove or minimise potential negative impacts – monitoring and regular review will take place to manage this with a view to taking further mitigation actions**
d. **Where a negative impact is identified that is not unlawful discrimination, or where discrimination can be objectively justified- justify and continue with the proposal: there may be other factors (such as other proposal aims or financial constraints) that make it reasonable to adopt the proposal, despite the negative impact – potential impacts will be monitored and kept under regular review. Please seek advice from/ the EDI team and the Legal team before making the decision.**

e. **You decide not to take the proposal forward.**

Contextual Information:
The City of London has, on average, between 40 and 60 new births a year. New Birth data for 2025 shows there were 59 new births registered in the City of London. As can be seen in the map and data set below, a high number of births are concentrated at the North West point of the City, with most births taking place in the Cripplegate ward.





Local Childcare

Out of the 15 children currently attending the childcare at The Aldgate School, nine are in the toddler room (two to rising three), five of which are City residents. Six of the nine children will be moving to Nursery in September 2026.
There are a number of childcare settings accessible in and around the City of London (within 20 minutes walk of The Aldgate School):

- Global Kids Aldgate East, 52 Old Castle St, London E1 7AJ (7 minutes walk).
- Early Steps Nursery, 47 Hobsons Place, London E1 5HH (16 minutes walk)
- Hatching Dragons Nursery, Ferroners' House Ironmongers Hall Shaftesbury Place Off, Aldersgate St, Barbican, EC2Y 8AA, (20 min walk)
- Newpark Childcare Centre, 1 Barbican, London EC2Y 8DU (17 minutes walk)
- Barbican Playgroup, Andrewes House Barbican, London EC2Y 8AX (17 minutes walk)

Global Kids Aldgate East, Hatching Dragons Nursery, Newpark Childcare Centre, and Barbican Playgroup, accept the Childcare Accessibility Scheme which provides financial support to City residents meeting certain criteria.

Children with Disabilities

We are active in supporting children with disabilities accessing childcare. Currently we know of one child with SEND attending the childcare at The Aldgate School. The child will be three in December 2026 and will therefore be able to move to the Nursery class. The Autumn Term 2025 Sufficiency Assessment has shown that all City of London settings provide inclusive environments for all children, including those with SEND. The Early Years Inclusion Fund and the Disability Access Fund can be claimed by settings to provide additional support and resources for children with SEND.

Pregnancy and Maternity

We receive regular information on new births from our health colleagues and ensure that home visits are offered to all new families. We work closely with health visiting teams to make sure families can access information about stay and play sessions and receive support in finding suitable childcare.

The Census 2021 – Conceptions in England and Wales 2021 – highlights that:

- of all the English regions and Wales, London has seen the biggest fall in conception rates over the last decade, decreasing by 20.9% since 2011
- the conception rate for women aged under 18 years has more than halved since 2011 when it was 30.9 conceptions per 1,000 women of the same age, down to 13.2 conceptions per 1,000 women of the same age in 2021
- In 2025, there were 59 births recorded in the City of London.

There are a number of childcare settings accessible in and around the City of London. Our Family Involvement Worker and Early Years Advisors can support parents to find childcare settings that best meet the family's needs.

Sex

Census 2021 data showed that the City of London population comprised of 4,722 males and 3,861 females (55% and 44% respectively).

The Sharing of childcare and well-being outcomes: an empirical analysis report, published 15 January 2021 *explains that women are more likely to provide care during any given day and spend more time providing care compared to men. This gender gap is especially noticeable during the weekday, for caring alone, and routine care. In other words, when men take part in care, it is mostly done jointly with their partners, during the weekend, or providing enrichment care.*
This gender gap was especially prevalent among parents with pre-school aged children (under 5) where mothers were spending 2 to 3 times as much time providing care, especially on weekdays, and for routine and solo care.

This means that the closure of the Childcare at The Aldgate School may have a bigger impact on women than on men.

However, there are several childcare settings accessible in and around the City of London (within 20 minutes' walk of The Aldgate School) and the Early Years Advisor as well as the Family Involvement Worker are available to provide support in finding alternative childcare places. The Childcare Accessibility Scheme is currently being accessed by a majority of women.

Race

The Census 2021 records ethnic group not race. The City of London resident population is predominantly white. The largest minority ethnic groups of children and young people in the area are Asian/Bangladeshi and Mixed – Asian and White. A health needs assessment for the population aged 0-25 for the City of London and Hackney (2022) highlighted that 'The City of London has…higher levels of ethnic diversity in Portsoken ward, including a large Bangladeshi community, and the remainder of the City less diverse'.

The City of London has a relatively small Black population, less than London and England and Wales. Children and young people from global majority groups account for 41.71% of all children living in the area, compared with 21.11% nationally.

White British residents comprise 57.5% of the total population, followed by White-Other at 19%.

The childcare at The Aldgate school serves the local population which includes families from several different ethnic background, including Asian/Bangladeshi and Black. Global Kids Aldgate East and Early Steps Nurseries reflect a rich diversity of cultures and backgrounds among both staff and families, creating a welcoming environment for everyone.

Socio-economic background
The Childcare at The Aldgate School currently offers places at a reduced rate for local families. The Childcare Accessibility Scheme will continue to offer financial support to City residents meeting the following criteria:

- Criterion 1: Referral from professional or charitable organisation delivering services.
- Criterion 2: Referrals from professionals for children with additional needs but not eligible for an Education, Health and Care (EHC) plan.
- Criterion 3: Referrals from early years settings for families needing financial support. This criterion is aimed at parents who have a joint combined income of less than £60,000 net per annum and savings not exceeding £16,000.

Currently there are six City of London families benefitting from the scheme. Of these, one currently attends the Childcare at The Aldgate School. There will be a neutral impact for those not eligible for the services included in this project.

Gender Reassignment
92.1% of the City of London population that completed the Census 2021 stated their gender as being the same as their sex registered at birth. 7.4% of respondents did not provide an answer to the question about gender identity. 0.4% identified as gender identity different from sex registered at birth but no specific identity given, trans woman, trans man or non-binary.

It is expected that there will be a neutral impact from the proposal on this protected characteristic.

Marriage and civil partnership
The Census 2021 records legal partnership status. In the City of London for residents aged 16 and over (8,003):

- 4,594 never married and never registered a civil partnership
- 2,435 married or are in a civil partnership
- 172 separated, but still legally married or still legally in a civil partnership
- 559 divorced or dissolved a civil partnership
- 243 widowed or surviving a civil partnership

It is expected that there will be a neutral impact from the proposals on this protected characteristic.

Sexual orientation

The Census 2021 data available for City of London residents aged 16 and over (8,008) shows that:

- 6,348 identified as straight or heterosexual
- 607 as gay or lesbian
- 185 as bisexual
- 15 as pansexual
- 5 as asexual
- 8 as queer
- 10 as all other sexual orientations
- 830 didn't answer that question

Data is not available for children and young people aged 15 and below.

It is expected that there will be a neutral impact of the proposals on this protected characteristic as childcare is available and accessible to all children, parents, and carers.

Care leavers

The City Corporation data states that at the end of April 2025, there were 46 City of London care leavers. No care leaver has a child currently attending the Childcare at The Aldgate School.

Therefore, there will be a neutral impact of this proposal on care leavers.

5.MONITORING AND REVIEW

How will you monitor and review the impact (positive or negative) of the proposal once it has been put into effect, if so, how? What are the timescales for reviewing the EQIA once proposals are implemented?

This may take the form of an action plan.

We will monitor:

- The uptake of the Childcare Accessibility Scheme
- Access to the brokerage service offered by the Early Years Team
- Any complaints received directly by Officers as well as via the call centre and the EEYService@cityoflondon.gov.uk email inbox.

This will include quantitative data (e.g., demographics, usage, etc.) and qualitative feedback (e.g., Sufficiency Assessment, complaints or compliments received by the EEY Team on childcare availability).

This Equality Impact Assessment will be reviewed each year, particularly in Summer 2027.

Please refer to the EQIA guidance when completing this form

Section 3: To be completed by ALL

6.RECORDING YOUR DECISION AND SIGN-OFF

1. Submit to your line manager for review and sign-off
2. Submit to Director or Chief Officer (as relevant) for sign-off
3. Where possible, share the final document with the corporate EEDI team

[Insert the outcome(s) of your impact assessment here]

Please refer to the EQIA guidance when completing this form

Sign off

1. Officer completing the EQIA

Name	Kirstie Hilton
Job Title	Head of Education & Early Years Service
Date	08/05/26
Signature	K. Hilton

2. Line Manager

Name	Deborah Bell
Job Title	Strategic Director of Education & Skills
Date	08/05/26
Signature	D. Bell

3. Senior Manager or Chief Officer

Name	
Job Title	
Date	
Signature	

Once this form has been signed off, please send a copy of the form to the EDI Team: CSPT.EDI@cityoflondon.gov.uk