



APPENDIX A Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that identifies a negative impact must have a full Equality Impact Assessment completed before the proposal progresses further.

1: Proposal

Requirement	Detail
Title of proposal	Re-distribution of the Local Authority Maintained Nursery Schools (MNS) Supplement 2022-2023 and Beyond
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Change to EYMNSS grant funding distribution
What is the objective of this proposal?	To bring the distribution of MNS funds in line the indicative budget and in line with the Department for Education guidance to achieve parity for all 4 Maintained Nursery Schools, those being Highfield Nursery, Croyland Nursery, Ronald Tree Nursery and Pen Green Nursery.
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	<p>The consultation has been completed. All 4 Maintained Nurseries were consulted. 3 out of 4 Maintained Nursery Schools completed the consultation. They were asked to provide feedback by 3rd March 2022.</p> <p>The intended outcome of this process was to enable the council to take an informed decision on how it can meet its statutory duty to protect the universal 15 hour provision at its Maintained Nursery Schools as well as reflect the funding for the extended offer which has become absorbed in the “enhanced” supplementary funding rate, whilst ensuring a</p>

Requirement	Detail
	<p>robust and transparent distribution methodology that is fit for purpose is in place.</p> <p>The Department for Education guidance on early years entitlements provides guidance in relation to the distribution additional funding for maintained nurseries (Maintained Nursery Supplement). The guidance can be found as follows: Early years entitlements: local authority funding of providers operational guide 2022 to 2023 - GOV.UK (www.gov.uk).</p> <p>Feedback on the proposal and the options was considered by the Schools Forum on 17th March 2022.</p>
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	None were identified
What processes are in place to monitor and review the impact of this proposal?	All feedback received was provided to and considered by NNC's Schools Forum on 17 th March 2022.
Who will approve this proposal? (Committee, CLT)	NNC's Schools Forum.

2: Equality Consideration

In turn, consider each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations Include factual evidence of how people in this group may be affected. Consider the outcomes and processes. Does this seek to eliminate discrimination ? Does this promote fostering good relations ?	Changes What changes can be made to mitigate any negative impact? Are there opportunities to remove possible barriers or disadvantages that a group may face?	Impact Delete as appropriate. There can be more than one answer per protected group.
Age Different age groups that may be affected by the proposal in different ways.	This proposal can be considered to have a positive impact upon the children who are of nursery school age (2-4 years).	This proposal can be considered to have a negative impact on Pen Green which will experience the biggest reduction in funding because of creating parity for all 4 Maintained Nursery Schools (MNS).	Positive and potentially negative impact

Protected Groups	General Equality Duty Considerations Include factual evidence of how people in this group may be affected. Consider the outcomes and processes. Does this seek to eliminate discrimination ? Does this promote fostering good relations ?	Changes What changes can be made to mitigate any negative impact? Are there opportunities to remove possible barriers or disadvantages that a group may face?	Impact Delete as appropriate. There can be more than one answer per protected group.
	Should the proposal progress it is likely that there will be parity of funding achieved to all four Maintained Nursery Schools (MNS) therefore this will be beneficial to those MNS settings in particular whose funding has historically been significantly low. It will allow these MNS to potentially provide services which they have been unable to provide before for their children and families	<p>However, NNC would seek to mitigate against any perceived detriment in this respect by ensuring that the proposal to distribute MNS funds in line the indicative budget and in line with the Department for Education guidance as planned over a 3-year period.</p> <p>Following the consultation period, NNC has also provided a further 2 options for Schools Forum representatives to consider, these are:</p> <p>Option 4 - Based on 25% increase for the other 3 nursery schools to realign budgets towards participation assuming Reserves agreed for use</p> <p>Option 5 - Based on 20% increase for the other 3 nursery schools to realign budgets towards participation assuming Reserves agreed for use</p>	
Sex Is one sex affected more than another or are they affected the same?	As all 4 MNS are mixed sex settings; it is not anticipated that there will be any specific impact on this group.	N/A	Neutral
Disability It is likely to have an effect on a particular type of disability? Why?	Should the proposals be progressed, it is unlikely to influence a particular type of disability as individual cases will be supported by an Early Education Health and Care Plan (EHCP) which comes with its own funding stream. In the settings where funding may be increased as a result of this proposal,	This proposal can be considered to have a negative impact in one of the MNS which will experience the biggest reduction in funding because of creating parity for all 4 Maintained Nursery Schools (MNS). This may impact on the interventions or support provided by the centre for pupils who may be identified as	Positive and potentially negative impact

Protected Groups	General Equality Duty Considerations Include factual evidence of how people in this group may be affected. Consider the outcomes and processes. Does this seek to eliminate discrimination ? Does this promote fostering good relations ?	Changes What changes can be made to mitigate any negative impact? Are there opportunities to remove possible barriers or disadvantages that a group may face?	Impact Delete as appropriate. There can be more than one answer per protected group.
	pupils may benefit from further resources, and/or interventions to support their needs	having special educational needs ranging from speech and language to more complex needs. However, NNC would seek to mitigate against any perceived detriment in this respect by ensuring that the proposal to distribute MNS funds in line the indicative budget and in line with the Department for Education guidance as planned over a 3-year period.	
Gender Reassignment Will there be an impact on trans males and/or trans females?	Pupil admissions to MNS are not selected on gender. For this reason, it is not considered that the proposal to distribute MNS funds in line the indicative budget and in line with the Department for Education guidance to achieve parity for all 4 Maintained Nursery Schools will have any impact on this protected characteristic.	N/A	Neutral
Race Are people from one ethnic group affected more than people from another ethnic group?	Pupil admissions to MNS are not selected on ethnicity. For this reason, it is not considered that the proposal to distribute MNS funds in line the indicative budget and in line with the Department for Education guidance to achieve parity for all 4 Maintained Nursery Schools will have any impact on this protected characteristic.	N/A	Neutral
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	It is not considered that the proposal to distribute MNS funds in line the indicative budget and in line with the Department for Education guidance to achieve parity for all 4 Maintained Nursery Schools	N/A	Neutral

Protected Groups	General Equality Duty Considerations Include factual evidence of how people in this group may be affected. Consider the outcomes and processes. Does this seek to eliminate discrimination ? Does this promote fostering good relations ?	Changes What changes can be made to mitigate any negative impact? Are there opportunities to remove possible barriers or disadvantages that a group may face?	Impact Delete as appropriate. There can be more than one answer per protected group.
	will have any impact on this protected characteristic.		
Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably?	N/A	N/A	Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?	It is not considered that the proposal to distribute MNS funds in line the indicative budget and in line with the Department for Education guidance to achieve parity for all 4 Maintained Nursery Schools will have any impact on this protected characteristic. In some of the MNS there may be some benefit to this group of people due to the fact that the MNS may be able to offer an increase in services to further support this group or establish a support where there has previously not been one.	This proposal can be considered to have a negative impact on one of the MNS which will experience the biggest reduction in funding because of creating parity for all 4 Maintained Nursery Schools (MNS). This is because Pen Green has a range of activities in place at their Children's Centres which includes working with other agencies and the wider family unit in this protected group. However, NNC would seek to mitigate against any perceived detriment in this respect by ensuring that the proposal to distribute MNS funds in line the indicative budget and in line with the Department for Education guidance is planned over a 3-year period.	Positive and potentially negative impact
Religion or Belief Does the proposal effect people differently depending on whether they	None of the MNS have a religious affiliation, therefore this group are unlikely to be affected by the proposal to distribute MNS funds in line the	N/A	Neutral

Protected Groups	General Equality Duty Considerations Include factual evidence of how people in this group may be affected. Consider the outcomes and processes. Does this seek to eliminate discrimination ? Does this promote fostering good relations ?	Changes What changes can be made to mitigate any negative impact? Are there opportunities to remove possible barriers or disadvantages that a group may face?	Impact Delete as appropriate. There can be more than one answer per protected group.
have or do not have a religion or a belief?	indicative budget and in line with the Department for Education guidance.		
Health & Wellbeing 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards).	It is likely that for those MNS receiving an increase in their funding as a result of the proposal, there may be a positive impact on health and wellbeing for example in areas such as recruitment and retention of staff, resources which might be made available to pupils, training for staff and an increase in services able to be offered to the children and their families etc. In relation to the 4 areas highlighted in the left-hand column, the potential increase in funding for 3 of the MNS may mean that they are able to target their resources to support the health and wellbeing of a greater proportion of their vulnerable pupils and families.	This proposal can be considered to have a negative impact on one of the MNS which will experience the biggest reduction in funding because of creating parity for all 4 Maintained Nursery Schools (MNS). This is because this setting has an active range of activities in place at their Children's Centres which includes working with other agencies and the wider family unit to support the wellbeing and health of the children and families in their immediate vicinity. This may also result in staff redundancies. However, NNC would seek to mitigate against any perceived detriment in this respect by ensuring that the proposal to distribute MNS funds in line the indicative budget and in line with the Department for Education guidance is planned over a 3-year period.	Positive and potentially negative impact

3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified anywhere in section 2, the response will be Negative Impact.	The overall impact on the protected groups is both positive but also there could be a negative impact on some of these protected groups. Of the 3 MNS that may receive a significant increase in their funding this may afford them opportunities to improve and further target the services, resources and provision for their children and families whilst conversely, Pen Green, which will encounter a reduction in their

Question	Response
	funding, may need to reduce the services which they are able to offer outside the education of its pupils.
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	A full Equality Impact Assessment is required as part of the future decision-making process relating to this proposal.
Copy attached to relevant report?	Yes
Is this document going to be published with the relevant report?	Yes

4: Ownership

Question	Response
Directorate	Children's Services
Service area	Education
Lead officer's name	AnnMarie Dodds
Lead officer's job title	Director of Children's Services (DCS)
Lead officer's contact details	annmarie.dodds@northnorthants.gov.uk
Lead officer's signature	
Date completed	21/02/2022

Completed forms must be sent to Equalities@northnorthants.gov.uk