



<p>Name of the Officer completing the evaluation: Sue Hall</p> <p>Phone no: 01633 644461 E-mail: susanhall@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>The proposal is to inform Members of the current situation regarding childcare in Monmouthshire and to fulfil our statutory duty to complete a detailed Childcare Sufficiency Assessment (CSA) every five years.</p>
<p>Name of Service Area: Early Years & Childcare, CYP</p>	<p>Date: 9th February 2022</p>

1. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The Childcare Sufficiency Assessment covers children aged 0-17 years and ensures there is sufficient childcare available for all ages.	The Childcare Sufficiency Assessment has identified that there is very little childcare available for children over the age of 12 and none for children aged 15-17; although there is currently no demand for this as there is only one child aged 12 that is accessing childcare with a childminder.	One of the actions in the Childcare Sufficiency Assessment is to recruit more childminders, as this is the childcare type that is best placed to cater for a child of this age.
Disability	The Childcare Sufficiency Assessment indicates that there have been a number of children with additional learning needs or a disability that have been cared for within each childcare type. Links with the Local Authority are good, so almost all of these had been raised through the Early Years ALN Panel.	There were 2.9% of respondents to the parental survey that stated that there is no childcare that can cater for their child's specific needs or that childcare could be improved if it was better at meeting their child's additional learning needs.	There is a significant amount of training that is being offered to childcare settings to ensure they are aware of the requirements placed on them by the new ALNET (Wales) Act and to support them in catering for children's individual needs.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Gender reassignment	Neutral		
Marriage or civil partnership	Neutral		
Pregnancy or maternity	Information will be available to parents when they are on maternity leave to enable them to research childcare options so they can plan their return to work. They can also access information on financial support that is available to help with the cost of childcare, so this isn't a barrier that prevents them returning to work.		We intend to develop the information on the Early Years Section of the MCC website to include more detail on different types of financial support that is available and promote this through social media.
Race	Neutral.		
Religion or Belief	Neutral		
Sex	Neutral		
Sexual Orientation	Neutral		

2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions. This duty aligns with our commitment as an authority to Social Justice.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	The purpose of the Childcare Sufficiency Assessment is to inform the Local Authority on the current position and any potential gaps, so we are able to meet our statutory duty to ensure there is sufficient childcare to meet the needs of working families. Supporting parents and carers to work will have a positive impact on those who might potentially suffer socio-economic disadvantage.	If parents or carers are unable to find suitable childcare that meets their needs, they may be unable to continue or return to work. This would possibly increase the number of people suffering socio-economic disadvantage. This is most likely to be shift workers and those working atypical hours, as this is when there is very limited childcare available, and these are most likely to be low income families.	One of the actions identified in the Childcare Sufficiency Assessment is to develop childcare that is available during atypical hours in each area of Monmouthshire.

3. Policy making and the Welsh language



<p>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</p>	<p>Describe the positive impacts of this proposal</p>	<p>Describe the negative impacts of this proposal</p>	<p>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</p>
<p>Policy Making</p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>We are working closely with the Welsh Education Forum to ensure that the Childcare Sufficiency Assessment aligns with the WESP and the same targets are included in both documents in relation to pre-school and childcare provision.</p>		
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>Almost all full day care and sessional care providers describe themselves as English with some bilingual elements. This is an improvement since the previous assessment.</p>	<p>There are a number of childcare providers, mostly childminders and out of school care providers, that describe themselves as English only and don't offer any bilingual elements.</p>	<p>There is an action included in the CSA to provide Welsh language training for childcare practitioners. We will also provide them with Welsh language activities that they can use in their setting.</p>
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>The number of Welsh medium childcare places has increased since the last Childcare Sufficiency Assessment was completed in 2017.</p>	<p>The Childcare Sufficiency Assessment 2022 has still identified a need for more Welsh medium childcare provision of all childcare types.</p>	<p>There are actions to open two Welsh medium cylch meithrins, after school provision in both Welsh medium primary schools and to encourage existing providers to extend their hours.</p>




4. Does your proposal deliver any of the well-being goals below? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Ensuring there is sufficient childcare to meet the needs of working parents will enable more parents to return or start work. This will, in turn, contribute towards the goal of creating a prosperous Wales.</p>	<p>Actions have been included within the CSA Action Plan to meet any potential gaps that have been identified.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>Neutral</p>	
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Attending childcare provision is considered to have a positive impact on the physical and mental wellbeing of both children and parents.</p>	<p>Childcare settings are receiving wellbeing training and support from the Healthy Pre-school Officer. MonLife are also taking sessions in every pre-school setting to promote physical literacy.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>Ensuring there is sufficient childcare in each community will make them more attractive to families and enable children to get to know children they are likely to attend school with in the future, so they can start to connect and build relationships.</p>	
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>If there is childcare available in every locality, there will be less need to travel long distances for childcare, which will have a positive impact on the environment.</p>	
<p>A Wales of vibrant culture and thriving Welsh language</p>	<p>Welsh language is considered as part of the Childcare Sufficiency Assessment. There are Welsh medium</p>	<p>There are actions to open a Welsh medium cych Meithrin in each of these areas, as well as opening after</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	childcare places available in some areas of Monmouthshire but there are none in Chepstow or Usk & Raglan.	school provision in both Welsh medium primary schools and to encourage existing providers to extend their hours. There is also an action included in the CSA to provide Welsh language training for childcare practitioners.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	Neutral	

5. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The Childcare Sufficiency Assessment indicates that we are meeting the current demand; however, there are still plans to increase the number of childcare places to meet future demand. This is particularly relevant in relation to the rollout of free childcare for 2 year olds, as this is likely to increase the demand for this age group.</p>	<p>The CSA has a five year plan but this is reviewed and amended on an annual basis to ensure it remains appropriate and forward thinking.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</p>	<p>The majority of our childcare provision is run by private providers or committees, so we work very closely with them to deliver our objectives. We also work closely with the relevant umbrella organisations including Early Years Wales, Mudiad Meithrin, NDNA, Pacey & Clybiau Plant Cymru.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="141 480 297 507">Involvement</p> <p data-bbox="349 256 517 440">Involving those with an interest and seeking their views</p>	<p data-bbox="544 256 1328 459">The Childcare Sufficiency Assessment is based on an online parental survey conducted by Welsh Government and returns from all childcare providers. We also conducted focus groups and questionnaires to gather the views of children. In addition, we have consulted with all relevant stakeholders and included their views in the assessment.</p>	
 <p data-bbox="152 759 293 786">Prevention</p> <p data-bbox="349 520 506 815">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="544 520 1261 579">The CSA Action Plan will be used as the basis for prioritising grant funding.</p>	
 <p data-bbox="159 1098 300 1125">Integration</p> <p data-bbox="349 858 517 1118">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 858 1328 954">We have attempted to align the Childcare Sufficiency Assessment with other plans such as the WESP and the Well-being Assessment.</p>	

6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	The Lead Officer for Safeguarding in Education has been consulted with as part of this assessment and they have developed strong links with existing childcare providers. Regular safeguarding training is offered to all childcare providers and take up is monitored to ensure settings are complying with regulations and are fully aware of safeguarding practices. Childcare providers are also encouraged to complete a Safeguarding Audit (SAFE) every two years.	None	Ongoing safeguarding training will be provided.
Corporate Parenting	None	None	

7. What evidence and data has informed the development of your proposal?

- Supply data based on providers SASS returns
- Demand data from Welsh Government online parental survey on childcare
- Family Information Service data and feedback
- Focus groups with children
- Additional Learning Needs data
- Consultation with stakeholders including umbrella organisations, schools, Job Centre Plus PaCE worker and neighbouring Local Authorities.
- Information from other relevant Local Authority plans including the Well-being Assessment and the Welsh Education Strategic Plan (WESP).

8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?

The main positive impact of the proposal is that we now know where there are gaps in childcare provision or barriers that are preventing families from accessing childcare and we have developed an action plan to address these issues.

9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do?	When are you going to do it?	Who is responsible
Consultation with CYP Directorate Management Team	9 th February 2022	Sue Hall
Childcare Sufficiency Assessment presented to Cabinet	2 nd March 2022	Sue Hall
Public consultation on the Childcare Sufficiency Assessment via MCC website	April – May 2022	Sue Hall
Review and implement any changes raised through the consultation process	June 2022	Sue Hall
Submit final report to Welsh Government	30 th June 2022	Sue Hall

10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Consultation with CYP DMT	9 th February 2022	None.