

The purpose of Aberdeen City Council is to protect the people and the place of Aberdeen from harm, enabling them to prosper and supporting them in the event of harm happening.

The purpose of an Integrated Impact Assessment is to evidence that Aberdeen City Council are making decisions in an informed way, and that the impact of decisions made is understood and accepted. The legislation that is considered within this assessment are:

- Section 2 [Equality Act 2010 protected characteristics](#)
- Section 3 [Socio-Economic](#)
- Section 4 [Human Rights](#)
- Section 5 [Children and Young People’s Rights](#)

The term ‘policy’ is used throughout this document and applies to policies, proposals, strategies, provision, criteria, functions, practice, budget savings and activities that includes delivery of our services.

1. About the Policy

1.1 Title
Work Plan and Business Cases Early Learning and Childcare (ELC) – Funded Provider Contracts
1.2 What does this policy seek to achieve?
The purpose of the report is to seek extension of an existing procurement process for Early Learning and Childcare (ELC) by Funded Provider Contracts by one year (effectively a direct award) to bring this in line with Aberdeenshire commencing 1 st August 2024.
1.3 Is this a new or existing policy?
Existing policy. The Scottish Government is committed to delivering 1140 hours of funded ELC hours per year, for all three and four-year olds, and eligible two-year olds. This has been in place since August 2020, with our Funded Provider ELC settings able to deliver the increased statutory entitlement sooner than Local Authority ELC settings. Prior an Integrated Impact Assessment of the options to rationalise Early Learning and Childcare setting to match the Scottish Government Grant was published - Report on Options to Rationalise Early Learning and Childcare
1.4 Is this report going to a committee?
Yes
1.5 Committee name and date:
Finance and Resources Committee – 7 August 2024

1.6 Report no and / or Budget proposal number and / or Business Case reference number:

CORS/24/218

Impacts

This section demonstrates the considerations that have been made in relation to the policy - and that the impact of proposals made is understood and accepted.

2: Equality Act 2010 - Protected Characteristics

Aberdeen City Council wants to ensure everyone is treated fairly. This section identifies the [protected characteristics](#) that the policy potentially affects and records the impact and mitigating steps.

2.1 What impact could this policy have on any of the below groups?

Protected Characteristic	What is the impact?				
	Negative			Neutral	Positive
	High	Medium	Low		
Age					X
Disability					X
Gender Reassignment				X	
Marriage and Civil Partnership				X	
Pregnancy and Maternity					X
Race				X	
Religion or Belief				X	
Sex					X
Sexual Orientation				X	

2.2 In what way will the policy impact people with these protected characteristics?

Statutory Early Learning and Childcare is a universal entitlement for ALL children aged 3 and 4 and eligible 2-year-olds. Early Learning and Childcare can improve long term outcomes for children and families, including educational, health and wellbeing and offer routes out of poverty to advance equality of opportunity and foster good relations.

Its key policy drivers are: Tackling child poverty; and improving outcomes for children and families. The Framework highlights that an expanded childcare offering for school age childcare is crucial to the national mission to tackle child poverty, to promote family wellbeing, drive greater gender equality and to #Keep The Promise to our care experienced children.

2.3 What considerations have been made in reaching the above assessment?

What internal or external data has been considered? What does this data tell us?

National Blueprint for Early Learning and Childcare
Local Evaluation of Early Learning and Childcare (2022)
Aberdeen City Council – Consultation with Parents and Carers 2021 and 2023.

We undertake this a minimum of every 2 years in line with our duties under the Children and Young People (Scotland) Act 2014.

What consultation and engagement and has been undertaken with officers and partner organisations?

A local Parent and Carer consultation was undertaken in June 2023 on the provision of Early Learning and Childcare in Aberdeen. We undertake this a minimum of every 2 years in line with our duties under the Children and Young People (Scotland) Act 2014. See consultation results report - [Early Learning and Childcare Parent Carer Consultation 2023 Final Report](#)

We also consult regularly with Early Learning and Childcare providers.

What consultation and engagement and has been undertaken with people who may be impacted by this policy (e.g. citizens, community groups, or other people/groups)?

A local Parent and Carer consultation was undertaken in June 2023 on the provision of Early Learning and Childcare in Aberdeen. We undertake this a minimum of every 2 years in line with our duties under the Children and Young People (Scotland) Act 2014.

664 parents and carers responded to the recent survey on our provision of Early Learning and Childcare in the city. This was an increase in 210 (46%) from the previous consultation undertaken in 2021.

Responses were gleaned from all 11 of the Aberdeen City’s ASGs with responses from those accessing provision through the Local Authority as well as from Funded Providers.

The consultation findings demonstrate that the majority of parents and carers who responded are satisfied or very satisfied with the location of their ELC provision (88.4% +5.5% from 2021); and with their child’s experience of ELC to date (87.1% +4.7% from 2021).

Reassuringly, 80.6% of respondents were able to secure their first choice of ELC provision with 75.8% of parents and carers able to secure a funded ELC place in their local area/ASG. 79.4% of respondents were satisfied or very satisfied with the range of ELC providers and models within their local area (ASG) (+7.4% from 2021).

Importantly, the majority of respondents, at over 95%, identified Early Learning and Childcare as having a positive impact on their child’s development.

There is clear evidence of a range of choices across all ASGs. Some parents are very satisfied with the longer hours available whilst many parents indicated they would prefer more 9-3 places. Indeed some parents indicated shorter sessions and smaller classes would be their preference. Understandably, the views and needs of parents and carers are very much dependent on their individual family circumstances. However, the feedback overall is very balanced with no feedback on gaps in provision.

2.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?

Not applicable – there are no negative impacts.

With mitigations in place, what is the new overall rating of the negative impact(s)?

High
Medium
Low
Negative Impact Removed

3: Socio-Economic Impacts

This section is used to consider the impact of the policy on people who might be **unemployed, single parents**, people with lower **education** or **literacy**, **looked after children**, those with **protected characteristics** as examples.

Use this guide to understand more on socio-economic inequalities: [The Fairer Scotland Duty: Guidance for Public Bodies \(www.gov.scot\)](http://www.gov.scot)

3.1 What impact could this policy have on any of the below groups?

Group	Negative			Neutral	Positive
	High	Medium	Low		
Low income / income poverty – those who cannot afford regular bills, food, clothing payments.					X
Low and/or no wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future					X
Material deprivation – those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies					X
Area deprivation – consider where people live and where they work (accessibility and cost of transport)					X
Socio-economic background – social class, parents' education, employment, income.					X

3.2 In what way will the policy impact people in these groups?

Statutory Early Learning and Childcare is a universal entitlement for ALL children aged 3 and 4 and eligible 2-year-olds. Early Learning and Childcare can improve long term outcomes for children and families, including educational, health and wellbeing and offer routes out of poverty to advance equality of opportunity and foster good relations.

Its key policy drivers are: Tackling child poverty; and improving outcomes for children and families. The delivery of funded Early Learning and Childcare is crucial to the national mission to tackle child poverty, to promote family wellbeing, drive greater gender equality and to #Keep The Promise to our care experienced children.

3.3 What considerations have been made in reaching the above assessment?

What internal or external data has been considered? What does this data tell us?

Our ELC Funded Providers deliver approximately 37% of the total number of ELC places in the city and are crucial to the offer of flexible ELC options for those families who require wrap around care.

What consultation and engagement and has been undertaken with officers and partner organisations?

Officers and partner organisations are regularly included and consulted with.

What consultation and engagement and **has been undertaken** with people who may be impacted by this policy? citizens, community groups, or other people/groups impacted by this policy?

A local Parent and Carer consultation was undertaken in June 2023 on the provision of Early Learning and Childcare in Aberdeen. We undertake this a minimum of every 2 years in line with our duties under the Children and Young People (Scotland) Act 2014.

3.4 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?

N/A – There are no negative impacts.

With mitigations in place, what is the new overall rating of the negative impact(s)?

High
Medium
Low
Negative Impact Removed

4: Human Rights Impacts

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights (ECHR) into domestic British law. The Human Rights Act came into force in the UK in October 2000

The Act sets out our human rights in a series of 'Articles'. Each Article deals with a different right.

Use this guide to understand more about [Human Rights](#).

4.1 What impact could this policy have on Human Rights?

Human Rights Article	Negative	Neutral	Positive
Article 6: Right to a fair trial		X	
Article 7: No punishment without law		X	
Article 8: Right to respect for private and family life, home and correspondence		X	
Article 9: Freedom of thought, belief and religion		X	
Article 10: Freedom of expression		X	
Article 11: Freedom of assembly and association		X	
Article 12: Right to marry and start a family		X	
Article 14: Protection from discrimination in respect of these rights and freedoms		X	
Article 1 of Protocol 1: Right to peaceful enjoyment of your property		X	
Article 2 of Protocol 1: Right to education			X
Article 3 of Protocol 1: Right to participate in free elections		X	

4.2 In what way will the policy impact Human Rights?

The policy will positively impact Human Rights by prioritising key family groups who may be affected by poverty.

4.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?

N/A – there are no negative impacts.

If mitigations are in place, does this remove the negative impact?

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

5: Children and Young People’s Rights Impacts

The United Nations Convention has 54 articles that cover all aspects of a child’s life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights.

Children’s rights apply to every child/young person under the age of 18 and to adults still eligible to receive a “children’s service” (e.g. care leavers aged 18 – 25 years old).

The Conventions are also known as the “General Principles” and they help to interpret all the other articles and play a fundamental role in realising all the rights in the Convention for all children. They are:

1. Non-discrimination (Article 2)
2. Best interest of the child (Article 3)
3. Right to life survival and development (Article 6)
4. Right to be heard (Article 12)

You can [read the full UN Convention \(pdf\)](#), or [just a summary \(pdf\)](#), to find out more about the rights that are included.

5.1 What impact could this policy have on the rights of Children and Young People?

UNCRC and Optional Protocols	Negative	Neutral	Positive
Article 1: definition of the child		X	
Article 2: non-discrimination			X
Article 3: best interests of the child			X
Article 4: implementation of the convention			X
Article 5: parental guidance and a child's evolving capacities		X	
Article 6: life, survival and development		X	
Article 7: birth registration, name, nationality, care		X	
Article 8: protection and preservation of identity		X	
Article 9: separation from parents		X	
Article 10: family reunification		X	
Article 11: abduction and non-return of children		X	
Article 12: respect for the views of the child			X
Article 13: freedom of expression			X
Article 14: freedom of thought, belief and religion		X	
Article 15: freedom of association		X	
Article 16: right to privacy		X	
Article 17: access to information from the media		X	
Article 18: parental responsibilities and state assistance		X	
Article 19: protection from violence, abuse and neglect			X
Article 20: children unable to live with their family			X
Article 21: adoption		X	
Article 22: refugee children		X	
Article 23: children with a disability			X
Article 24: health and health services		X	
Article 25: review of treatment in care		X	
Article 26: social security		X	
Article 27: adequate standard of living		X	
Article 28: right to education			X
Article 29: goals of education			X
Article 30: children from minority or indigenous groups			X

Article 31: leisure, play and culture			X
Article 32: child labour		X	
Article 33: drug abuse		X	
Article 34: sexual exploitation		X	
Article 35: abduction, sale and trafficking		X	
Article 36: other forms of exploitation		X	
Article 37: inhumane treatment and detention		X	
Article 38: war and armed conflicts		X	
Article 39: recovery from trauma and reintegration		X	
Article 40: juvenile justice		X	
Article 41: respect for higher national standards		X	
Article 42: knowledge of rights		X	
Optional Protocol on a Communications Procedure		X	

5.2 In what way will the policy impact the rights of Children and Young People?

Positively. Early Learning and Childcare is crucial to the national mission to tackle child poverty, to promote family wellbeing, drive greater gender equality and to #Keep The Promise to our care experienced children.

5.3 What mitigations can be put in place?

What mitigations are there against any negative impacts (if applicable)?

N/A – there are no negative impacts.

If mitigations are in place, does this remove the negative impact?

No – negative impact remains

Yes – negative impact reduced

Yes - negative impact removed

6: Sign Off

Any further positive or negative impacts on individuals or groups that have been considered?
Positive impact due to implementation of Real Living Wage being paid to Funded Provider ELC staff.
Overall summary of changes made as a result of impact assessment.
None – the Policy has a positive impact on children, young people, families and the economy.
Outline of how impact of policy will be monitored.
Contracts are monitored annually by Early Years Team and will be re-tendered for 2025/26 onwards. Annual monitoring arrangements (or when required) will capture the following: <ul style="list-style-type: none">• Number of children attending the service and the number of hours being delivered;• Assessing financial viability;• Locality Leads/ Service Managers undertaking oversight visits and Quality Assurance;• It will be the responsibility of Funded Providers to inform the Council if there are any significant changes to the setting that could affect their contract. For example, the results of Care Inspectorate scrutiny activity should be shared with the Council once this has been published, if not before. This will allow the Council to remain informed about whether the setting is meeting the National Standard;• Providers will use relevant national self-evaluation frameworks to self-evaluate and systematically identify strengths and areas for improvement. Each setting will have a clear plan, developed in line with self-evaluation evidence, evidence from Education Scotland and Care Inspectorate scrutiny activities, research and national practice guidance, to continuously improve the quality of provision and outcomes for children and families.
If there are any remaining negative impacts after mitigation, what is the justification for why this policy should proceed.
N/A

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