

## Impact Assessment - First Stage

### 1. Details of the initiative

#### **Initiative description and summary:** Childcare in Schools: Change in Rent Arrangements

Following a successful pilot of new rent arrangements for childcare in school/education buildings, coinciding with significant development within the Neath Port Talbot childcare sector as a result of Flying Start funded childcare expansion roll out, agreement is sought to adopt a change in the way rent levels are charged for childcare within school and education buildings.

The proposed rent payment structure aims to support NPTCBC aspirations and community need, by supporting the sustainability and growth of bilingual and Welsh childcare provision in line with our Welsh Government targets and aspirations. Our Welsh Education Strategic Plan (WESP), Flying Start Childcare expansion plans and Childcare Sufficiency Assessment (CSA) identify a need to increase availability of Welsh and Bilingual onsite after school club and wrap around childcare provision.

The impact of the changes will:

- Provide a fair rent rate that reflects what we need to promote and develop as a local authority in line with Welsh Government policy and reflect the community needs.
- Sustain and grow Welsh language childcare provision within schools, increasing the number of children transitioning into Welsh medium education.
- Make afterschool clubs more sustainable in schools, where schools are unable to provide the service themselves.
- Attract more interest in running bilingual and Welsh childcare provision within school and education buildings.

Members are asked to approve a new fair and clear rent charge framework for childcare in schools that supports the ongoing and continuing development of childcare facilities on school sites. Any new agreements will be subject to these changes.

<b>Service Area:</b> Early Years and Flying Start
<b>Directorate:</b> ELLL

**2. Does the initiative affect:**

	Yes	No
Service users		X
Staff		X
Wider community		X
Internal administrative process only	x	

**3. Does the initiative impact on people because of their:**

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	x				M	The childcare within our school and education buildings is aimed at children aged 2-11 years. Parents and carers range in age, as do the childcare professionals that work within our sector. The proposed change will facilitate increased opportunities for children and families to access bilingual and Welsh childcare.
Disability		x			L	This is not a criterion that will be directly impacted upon by this proposal.
Gender Reassignment		x			L	This is not a criterion that will be directly impacted upon by this proposal.
Marriage/Civil Partnership		x			L	This is not a criterion that will be directly impacted upon by this proposal.

Pregnancy/Maternity		x			L	This is not a criterion that will be directly impacted upon by this proposal.
Race		x			L	This is not a criterion that will be directly impacted upon by this proposal.
Religion/Belief		x			L	This is not a criterion that will be directly impacted upon by this proposal.
Sex		x			L	This is not a criterion that will be directly impacted upon by this proposal.
Sexual orientation		x			L	This is not a criterion that will be directly impacted upon by this proposal.

**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language	x				M	Additional Welsh Language or bilingual childcare will be encouraged within education and school buildings, with a reduction of rent as part of these proposals. A positive impact of an increase of exposure to the Welsh Language that schools are already tasked to work towards.
Treating the Welsh language no less favourably than English	X				M	Additional Welsh Language or bilingual childcare will be encouraged within education and school buildings, with a reduction of rent as part of these proposals to incentivise the use of and exposure to the Welsh Language

**5. Does the initiative impact on biodiversity:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
--	-----	----	---------------------	---------------	-----------------	--

To maintain and enhance biodiversity		X			L	Promoting childcare on school sites, offers the opportunity for collaboration with schools regarding maintaining and enhancing local biodiversity
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		X			L	Promoting childcare on school sites, offers the opportunity for collaboration with schools regarding the promotion of resilient ecosystems, such as supporting protection of the wider environment, air quality and flood alleviation

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people	X		Childcare supports the well-being and holistic development of children and young people. It is vital that we develop and support our local NPT childcare sector. Childcare supports families by providing developmental opportunities for children, whilst offering opportunities for work, training and respite for parents.  Through supporting the sustainable development of childcare as a support service, we address issues that may otherwise negatively impact on the well-being of children and their families.
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives	X		The programme contributes to Wellbeing Objective 1 – Best Start in Life.

<p><b>Involvement</b> - how people have been involved in developing the initiative</p>	<p>X</p>		<p>The Neath Port Talbot Childcare Sufficiency Assessment (CS) 2022 and the CSA Review 2023 data is used and reflected on to inform our targets and aspirations. Stakeholders, children, young people and parents were consulted, regarding childcare within Neath Port Talbot, with school based childcare appearing to be a preference, and gaps identified for Welsh Language and bilingual childcare reducing parental choice.</p>
<p><b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions</p>	<p>X</p>		<p>The Early Years and Flying Start Childcare Team work closely with our schools, Estates department and partner organisations such as key third sector umbrella bodies Mudiad Meithrin and Clybiau to ensure that we strive to keep the childcare sector growing and succeeding. Keeping childcare sustainable is a priority, coupled with growing a demand for Welsh language to work towards our local Welsh Language targets.</p> <p>Continuing to support childcare development within our school sites encourages strong transition from childcare to school with a plethora of benefits to the children, their families and the education providers.</p>
<p><b>Prevention</b> - how the initiative will prevent problems occurring or getting worse</p>	<p>X</p>		<p>The consistency brought with continuing the changes in charges will prevent any confusion with charges for childcare in schools.</p> <p>Encouraging Welsh and bilingual childcare to be developed, by offering a reduced the rate for this type of childcare will increase the chances of NPTCBC meeting their Welsh Government targets around the Cymraeg 2050 Welsh Language Strategy, Childcare Sufficiency Assessment and the Neath Port Talbot Welsh in Education Strategic Plan. In addition, more broadly the initiative will increase the exposure to the Welsh Language in NPTCBC.</p> <p>Increasing the amount of Welsh and bilingual childcare supports NPTCBC to meet the gaps in childcare identified within the Childcare Sufficiency Assessment 2022, thus reducing the chance of parental and public complaints regarding lack of suitable provision for Welsh and Bilingual childcare</p>



			<p>Flying Start is the Welsh Government's targeted Early Years programme for families with children under 4 years of age who live in some of the most disadvantaged areas of Wales. Flying Start aims to make a decisive difference to the life chances of children by mitigating the impact of poverty, which is linked to poor life outcomes in early childhood, including health outcomes.</p>
--	--	--	---

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	X
Reasons for this conclusion	
<p>The initial IIA for the piloting of the change in charges in 2022 did not require a full impact assessment, as this change was intended to bring consistency and structure to charges for childcare settings within schools and education buildings.</p> <p>Based on the above assessment, a full impact assessment is not required as the implementation of the piloted charges has low or no impact on most factors. Any impact that has been identified is positive, providing the potential for future developments within the school based childcare sector, and additionality of access to childcare services in the Welsh Language.</p>	

A full impact assessment (second stage) <b>is</b> required	
Reasons for this conclusion	

--

	<b>Name</b>	<b>Position</b>	<b>Signature</b>	<b>Date</b>
Completed by	Lisa Clement-Jones	Early Years and Flying Start Manager		03.09.2024
Signed off by	Hayley Lervy	Head of Service/Director		04.09.2024