

NORTH YORKSHIRE COUNTY COUNCIL

CYPS EXECUTIVE MEMBERS

1ST DECEMBER 2020

EARLY YEARS COVID-19 FUNDING ARRANGEMENTS

1.0 PURPOSE OF THE REPORT

1.1 This report asks Executive Members to agree recommendations for the Covid-19 funding arrangements and additional financial support considerations associated with the early years' sector within North Yorkshire in terms of:

- Early years funding arrangements for the Autumn 2020 term;
- The future deployment of potential additional NYCC financial support to the early years' sector.

1.2 The recommendations have been endorsed by early years' providers through a county-wide consultation and considered by the Schools Forum.

2.0 BACKGROUND

2.1 In July 2020, the DfE provided updated guidance on the "Use of free early education entitlements funding during coronavirus (COVID-19)". The updated guidance related to the following areas:

- Funding from the DfE to local authorities in the Autumn term 2020
- Funding from local authorities to early years' providers in the Autumn term 2020
- When local authorities are able to use funding flexibility in the Autumn term 2020
- Funding arrangements for the 2021 Spring term

2.2 The normal process for the DfE in determining early years' funding allocations for local authorities is the number of hours taken up by children in each local authority which are recorded on the January census each year. This being the mid-point of the academic year and so deemed to balance the relatively lower numbers of children eligible for funded early years' provision in the Autumn term and the higher numbers in the Summer term. This means that local authorities would, in normal circumstances, be paid for the Autumn term 2020 based on the January 2021 census data. The DfE have recognised that the number of children attending childcare may not have returned to normal levels by the time of the January 2021 census. In light of the Covid-19 outbreak, the DfE have announced that the final funding allocation to local authorities for the 2020 Autumn term will, exceptionally, be based on their January 2020 census count.

2.3 From the start of the Autumn term 2020 the DfE have stated that:

- Local authorities should continue to fund providers which are open at broadly the levels they would have expected to see in the 2020 Autumn term had there been no Covid-19 outbreak.
- Local authorities should continue to fund providers which have been advised to close, or left with no option but to close, due to public health reasons.

- Local authorities should not fund providers which are closed, without public health reason, from the start of the Autumn term.

In order to fund providers 'as if Autumn term 2020 were happening normally', the DfE have suggested that local authorities might wish to consider using the numbers of children in place in Autumn 2019 to inform funding levels for Autumn 2020. Local authorities should take into account any changes in demographics which may impact in demand for early years' provision within a local area. Local authorities are requested to be transparent in the approaches they take.

2.4 Within the DfE guidance there are a number of areas where local decisions are required in relation to the operation of early years funding during the Autumn 2020 term. These areas relate to:

- The basis for the calculation of early years funding for the Autumn 2020 term, including consideration of any specific requirements related to childminders.
- The methodology for the funding of providers who for non-public health reasons have chosen to remain fully closed at the start of the Autumn 2020 term and then decide to re-open part way through the term.
- The methodology for the funding of providers who for non-public health reasons have chosen to only partially re-open in Autumn 2020 with reduced opening hours compared to their Autumn 2019 opening hours.
- The schedule of payments to early years' providers for the Autumn 2020 term.
- Consideration of exceptional circumstances where it would be appropriate to provide "double funding".

NYCC has consulted the local early years' sector on the operation of these areas.

2.5 In addition to DfE national support for the early years sector during the Covid pandemic, NYCC provided a package of local financial support measures to support the sector with £255.8k additional funding being provided in the Summer 2020 term. There is expected to be continued uncertainty and turbulence over the next 6 – 12 month period within the early years' sector in terms of the level of demand for both funded and chargeable childcare as a result of the Covid-19 pandemic. NYCC is considering how to support the sector over the forthcoming 6 – 12 month period. Consultation has been undertaken with early years' providers within North Yorkshire to seek views for the deployment of potential additional support funding. The feedback obtained from the consultation will be used to develop a flexible range of options which the Local Authority could apply in response to the continued evolution of the Covid-19 situation within North Yorkshire. Possible options for the use of potential additional financial support presented in the consultation were:

- A contingency fund to support the continuation of early years' provision during future spikes in the virus or local lock downs.
- The provision of sustainability funding in order to ensure sufficiency of early years' provision in localities where there is a risk of local provision being no longer available
- A specific fund for providers operating in areas where there are high levels of deprivation to bid to support initiatives to ensure that the children in the most vulnerable families are again accessing early years' provision following the wider re-opening of the sector.
- The provision of one-off financial support to the maintained nursery schools where there is considered to be a significant, adverse financial impact on an individual establishment due to Covid-19.
- The provision of business planning workshops and business planning consultancy to support providers who are considering the financial and operational implications for their business of any short to medium term reductions in the demand for provision.

Providers were also invited to suggest other alternative support options.

3.0 EARLY YEARS FUNDING – COVID-19 AUTUMN 2020 FUNDING ARRANGEMENTS & ADDITIONAL SUPPORT TO THE EARLY YEARS SECTOR – CONSULTATION RESULTS

- 3.1 The Consultation ran from 23rd September 2020 – 21st October 2020; 95 responses were received to the consultation, which represents 13% of early years' providers. The breakdown of the responses received by provider type is as follows:

LA Maintained Nursery School	2
LA Maintained Schools and Academies	12
Independent Schools	0
Full Day Care	19
Sessional Care	17
Child Minder	44
Primary School not currently offering Early Years provision	1
Total	95

(Response rate: 13%)

- 3.2 The proposed arrangements for the operation of the early years funding arrangements in the Autumn 2020 term are as follows:

i. **Maintained nursery schools, schools and private, voluntary and independent sector providers:**

The early years funding payment for the three & four year old universal and extended entitlement and the funded entitlement for vulnerable two year olds for the Autumn 2020 will be based on **the higher of the Autumn 2019 headcount or the Autumn 2020 headcount* for maintained nursery schools, schools and private, voluntary and independent sector providers** who are fully open for the Autumn 2020 term.

Childminders:

The early years funding payment for the three & four year old universal and extended entitlement and the funded entitlement for vulnerable two year olds for the Autumn 2020 will be based on **the actual Autumn 2020 headcount*** for childminders who are fully open for the Autumn 2020 term. **In circumstances where the overall number of early years' (age 0 - 4) children which are in the care of a childminder is lower in Autumn 2020 compared to Autumn 2019 due to Covid-19 reasons, the higher of the Autumn 2019 headcount or the Autumn 2020 headcount* for funded entitlement children will be paid to childminders who are fully open for the Autumn 2020 term.**

- ii. **Providers who for non-public health reasons have chosen to remain fully closed at the start of the Autumn 2020 term and then decide to re-open part way through the term.**

Early years funding for the Autumn 2020 term is based on 14 funded weeks (70 funded days). **Funding will not be provided to providers who have chosen to remain closed for non-public health reasons.** In the circumstances where a provider has

chosen to remain closed at the start of the Autumn 2020 but re-opens before the Autumn 2020 headcount* the provider will be funded based on the methodology detailed in i. above but the calculated funding allocation will be adjusted to reflect the number of days in the Autumn 2020 term that the provider has actually been open. Where a provider re-opens after the Autumn 2020 headcount* the actual funded hours delivered during the first week of opening will be used in the funding calculation methodology detailed in i. above rather than the Autumn 2020 headcount. The calculated funding allocation will be adjusted to reflect the number of days in the Autumn 2020 term that the provider has actually been open.

iii. **Providers who for non-public health reasons have chosen to only partially re-open in Autumn 2020 with reduced opening hours compared to their Autumn 2019 opening hours.**

Where a provider has chosen to have reduced opening hours in Autumn 2020 compared to Autumn 2019, any funding allocation based on the Autumn 2019 headcount will have a proportionate adjustment applied to reflect the reduction in the opening hours for Autumn 2020.

iv. **The provision of “double funding”.**

The expectation is that all providers will be fully open during Autumn 2020 unless they have had to close for public health reasons. Providers who have been required to close on a short term basis due to public health reasons will continue to receive early years funding during the closure period. In the event of a child attending alternative funded provision as a result of their normal provider being closed for public health reasons, the alternative provider will be funded for the child during the closure period of the child’s normal provider. The Local Authority is interested in receiving your views as to whether there are any other circumstances where they feel that “double funding” would be appropriate?

(*Autumn 2020 term headcount is 1st October 2020)

3.3 Providers were asked “Do you support the proposed arrangements for the local operation of Early Years funding within North Yorkshire for the Autumn 2020 term”. The following responses were received:

Provider Type	Yes	No	No view provided
LA Maintained Nursery School	2	0	0
LA Maintained Schools & Academies	12	0	0
Independent Schools	0	0	0
Full Day Care	19	0	0
Sessional Care	17	0	0
Childminders	37	7	0
Primary School not currently offering Early Years provision	0	0	1
Total	87	7	1

Early Years providers were invited to provide their views as to whether there are any other circumstances where they feel that “double funding” would be appropriate. They were also invited to provide comments on the proposed early years funding arrangements for the Autumn 2020 term. Details of the views and comments provided can be found in Appendix 1 to this document.

- 3.4 A small number of childminders responding to the consultation have raised concerns with regard to the additional criteria that is proposed to be applied to the Autumn 2020 funding methodology for their provision. The rationale for the additional criteria relates to the levels of volatility that childminders can experience in the delivery of funded provision both on a termly and yearly basis. Childminders generally care for smaller numbers of children than other provider types; this introduces a greater level of change in the proportion of funded and non-funded provision delivered over the year and from year to year. Analysis has been undertaken on the levels of change in universal 3 & 4 year old funded provision between Autumn 2018 and Autumn 2019 for both childminders and other providers. Over 74% of childminders who received early years’ funding in 2018/19 and/or 2019/20 had a variance of greater than +/- 100% in the funded hours delivered in Autumn 2018 compared to Autumn 2019 or did not consistently deliver funded hours across the terms within the two year period. This compares to an average of 9% of other provider types with this level of funded provision volatility. The results of this analysis are as follows:

Provider Type	Total No. Providers	Providers with up to +/- 25% variance in funded hours between Aut. 19 & Aut. 18	Providers with between +/-25% & +/-50% variance in funded hours between Aut. 19 & Aut. 18	Providers with between +/-50% & +/-100% variance in funded hours between Aut. 19 & Aut. 18	Providers with greater than +/- 100% variance in funded hours between Aut. 19 & Aut. 18	Providers with funded hours in Aut. 19 but not Aut. 18	Providers with funded hours in Aut. 18 but not Aut. 19	Providers with funded provision in 2018/19 and/or 2019/20 but with no funded hours in Aut. 18 or Aut. 19	Providers with funded children in Aut. 18 but no funded hours in 2019/20
Maintained Nursery Schools	3	3	0	0	0	0	0	0	0
Schools & Academies	113	53	29	14	6	5	1	5	0
Independent Schools	13	7	4	2	0	0	0	0	0
Day Nurseries	138	63	31	20	10	10	0	4	0
Pre Schools	110	53	28	16	11	1	1	0	0
Childminders	208	26	24	14	19	51	40	34	9

- 3.5 Having regard to this level of volatility in the delivery of funded provision and in order to safeguard the appropriate usage of public funds it is considered appropriate to retain the proposed additional methodology for the funding of childminders in the Autumn 2020 term. It is also considered appropriate to review the data for any other providers with significant variances in the delivery of funded hours between Autumn 2019 and Autumn 2020 and to reserve the right to use Autumn 2020 headcount data in exceptional cases, where deemed appropriate.

- 3.6 In addition to the proposed funding arrangements for the Autumn 2020 term, Early Years' providers were also invited to provide their views on the allocation of any future additional, local financial support provided by NYCC to support the Early Years sector in dealing with the challenges of the Covid pandemic over the next 6 – 12 month period. Providers responded as follows to the options suggested:

Options for support	Number responses in favour
A contingency fund to support the continuation of early years' provision during future spikes in the virus or local lock downs.	84
The provision of sustainability funding in order to ensure sufficiency of early years' provision in localities where there is a risk of local provision being no longer available	58
A specific fund for providers operating in areas where there are high levels of deprivation to bid to for initiatives to ensure that the children in the most vulnerable families are again accessing early years' provision following the wider re-opening of the sector.	42
The provision of one-off financial support to the maintained nursery schools where there is considered to be a significant, adverse financial impact on an individual establishment due to Covid-19.	28
The provision of business planning workshops and business planning consultancy to support providers who are considering the financial and operational implications for their business of any short to medium term reductions in the demand for provision.	24

Providers were also invited to suggest any other areas of non-financial or financial support which they feel would assist the Early Years sector in meeting the operational challenges of the Covid-19 pandemic over the next 6-12 months. Appendix 2 provides details of the suggestions received. Key suggestion areas relate to:

- Provision of Covid test kits
- Support with additional costs incurred as a result of operating during the Covid-19 pandemic e.g. additional cleaning, PPE etc.
- All providers being able to access the Contingency Fund
- Greater promotion of the benefits of early years education and childcare to parents
- The operational difficulties of the provision of before and after-school clubs by providers as they are unable to maintain school bubbles.
- Continued NYCC support in lobbying for higher early years funding levels for North Yorkshire.

- 3.7 Appendix 3 to this report provides a copy of the Equalities Impact Assessment associated with the proposed early years Covid-19 funding arrangements.

4.0 RECOMMENDATIONS

- 4.1 CYPs Executive Members are asked to:

- i. Approve the proposed methodology for the funding of early years providers in the Autumn 2020 term, as based on DfE guidance, in response to the Covid pandemic.
- ii. To approve the deployment of additional local financial support to the early years' sector within North Yorkshire in response to the ongoing Covid pandemic based on the consultation proposals and early years provider suggestions. The provision and allocation methodology of any additional financial support to the early years sector will be as deemed appropriate in response to the local context of the impact of the pandemic and will be offered within the constraints of the available funding.

STUART CARLTON

Corporate Director – Children and Young People's Service

Report Prepared by: Sally Dunn, Head of Finance – Schools & Early Years

EARLY YEARS FUNDING – COVID-19 AUTUMN 2020 FUNDING ARRANGEMENTS – CONSULTATION COMMENTS

1. Views provided as to other circumstances where “double funding” would be appropriate.

Provider	Comment
Childminder	I feel childminders should be double funded if parents moves setting before head count because they are been pressured by a another setting to just attend one setting or if a parent decides to work from home again. I honestly feel if childminders are expected to give back money they have actually earned because a child leaves before head count they would give up. A lot of childminders are working reduced hours and have spaces to fill at the moment they really couldn't afford to give back funding.
Full Day Care	In cases of attending a 2 settings, where both settings have claimed the correct amount but then Setting 1 decides they no longer wishes to have children attending 2 settings - so the parent has to chose. The child then moves to Setting 2 for all of there funded hours, Setting 2 should be able to claim the funding Setting 1 has claimed for those sessions (even though Setting 1 is still open).
Sessional Care	We completely agree with the double funding situations. It is not that clear however in the wording above "In the event of a child attending alternative funded provision as a result of their normal provider being closed for public health reasons, the alternative provider will be funded for the child during the closure period of the child's normal provider" Does this mean that the closed setting "For public health reasons" will also receive the funding OR will it be transferred to the new provider? Is it additional funding the new setting will receive whilst the "Normal" setting where the child attends is closed for lets say 14 days?
Sessional Care	If you have to close for public health reasons surely the child would be isolating as well as the staff so therefore would be unable to attend another setting. I agree if the child was able to attend another setting they should be paid for those sessions however for the usual setting to lose out on funding seems harsh as they will still have running costs to cover. Rent, wages, utilities still have to be paid regardless if the setting is open or closed. We as a setting are still financially viable but we remain financially vulnerable to any change in our income.
Full Day Care	I feel its a very difficult situation and the most important thing is that the setting who cares for that child isn't out of pocket, if you stay open as we did its important to know that NYCC will support that as other local authorities are not so understanding.
Childminder	I agree with what you have put

2. Comments received on the proposed early years funding arrangements for the Autumn 2020 term:

Provider	Comment
Childminder	As a Childminder I cant see how it is fair that every early years provider but childminder get the higher funding payment without the need to prove loss of children. I have passed this info on to pacey who is seeking clarification with Mrs. Ford. I dont think the gouvernement has excluded childminder from these payments and I will seek clarification from mr Sunak aswell.
Sessional Care	A good idea, lower take up and inability to show parents round. Relief
Childminder	This Proposal would greatly help my setting. We are Childcare on Domestic and I have a team of 6 early years practitioners. Covid has impacted on ourselves as a

	<p>setting, my family income and that of our families who we provide care for. Unfortunately some families have not returned to us due to job losses and this has impacted us greatly. We currently only have 3 funded children compared to previous years of upto 8 children this is a massive blow to us. Hopefully by your proposal, and if payments are sorted swiftly and smoothly, this would aid me to not have to let any of my team go at this stage. I do feel it is greatly unfair to state doubling of funding is only available for provides who are open 'fully' in the Autumn term. Covid is completely out of everyone's hands, I hope that should there be a positive case within our setting, or we ourselves develop symptoms and follow the Government guidance on self isolating and having to close to protect the health and safety of everyone, following the procedure and rules of such, that this does not financially impact on us further by having funding taken away from us during this period. The effects of this would be massive and unfortunately we will see yet more providers closing their doors permanently. We are already a struggling, under valued and under appreciated sector.</p>
Sessional Care	<p>We completely agree with and are very grateful indeed that NYCC have recognised that our child numbers are lower compared to what they would be in any normal circumstance. Families have made decisions to keep their children at home due to their "working from home patterns" OR simply because of the Covid 19 pandemic. The additional funding support has helped us re open fully from September and also enabled us to sustain staffing levels and ensure that children are fully supported and our setting runs in a Covid 19 SAFE environment. We would definitely welcome the Spring term funding being based on the January 2020 Census because again, we do not endeavour our child numbers rising much at all. Thank you for your contin</p>
Sessional Care	<p>We are very pleased to hear funding will continue regardless if we have to close due to public health reasons.</p>
Childminder	<p>I don't see why people can't just be paid for their actuals. There's enough government support for employees if for whatever reason they have a drop in attendance. However, it is my understanding that currently no one is suffering from occupancy issues unless self inflicted.</p>
Childminder	<p>I have one child attending my provision, in all my 23 years of being a childminder in yorkshire I have had full attendance with a waiting list, having very often 3 funded children. Last Autumn I had 2 funded children plus a 2 year old, who now has the funding, there are children who may have come to me but not committed during covid, as their parents or a parent is now working from home they feel it safer to keep the children home. My husband has been made redundant, which means our hourly rate between us is £4.09 an hour. I find it very unfair and discriminated against when I have put so much effort into my work being an outstanding and lead childminder (the first of 2 childminders in the whole of north Yorkshire to offer funding to parents/carers other than schools) I wish to be considered as having the funding from 2019 as other providers.</p>
Full Day Care	<p>I would prefer the funding to come as a lump sum after head count if possible.</p>
Childminder	<p>if we was to go into lockdown it be nice to pay funding to the providers that stay open in the school holidays to help the critical workers (parents/carers)</p>
Childminder	<p>I think settings should be paid funding for the children they have on role now, not the higher of 2019 or 2020.</p>
Full Day Care	<p>The above proposals sound very fair to all.</p>
Full Day Care	<p>Assuming this is Covid related: We are concerned by the way the 'double funding' has been described. E.G. If our setting had been shut by Public helath due to a Covid positive case other children must go into isolation. Then children should not be attending another setting as the risk is that Covid could be passed on. We dont have an issue with 'double funding' if closure was due to a viability option and the nursery was closing temporarily / permanent.</p>

EARLY YEARS FUNDING – ADDITIONAL SUPPORT TO THE EARLY YEARS SECTOR – CONSULTATION COMMENTS

Providers were invited to provide any other non-financial or financial suggestions that they would like to propose for consideration in support of the Early Years sector in meeting the operational challenges of the Covid-19 pandemic over the next 6-12 months. The following views and suggestions were provided to this question:

Provider	Suggestion / Comment
Sessional Care	Provide covid test kits, the same as schools, to reduce time staff may be off due to inability to get a test kit. This helps with staffing pressure hugely at this time and will minimise the strain on ratios
Childminder	I think NYCCs support has been outstanding, thank you (:
Full Day Care	Someone at the end of a phone just to listen and say your doing a great job please carry on, sometimes its all you need.
Childminder	Support all early years providers including childminders as some self employed childminders wasn't entitled to the government grant. So they was suffering to stay open during the pandemic.
Childminder	The contingency fund needs to be available to all providers, unlike the last one which was only for providers who remained open. I was not open due to having no key worker children on role-this obviously wasn't my choice. I was newly self employed so did not receive the self employment grant (due to the 50/50 rule), I could not apply for the contingency fund from NYCC and I wasn't eligible for Universal credit. I had very little savings and am a single parent. My daughter and I lived off my small amount of savings during the lockdown. I reopened as soon as possible at the end of May but a lot of my children haven't come back and I now earn over £1000 less a month than I did pre-covid so am not in the position where I can put money aside into a savings account as I can only just cover our outgoings. If we are made to close again I have no idea how I will manage. I certainly won't be able to continue working as a childminder which would be a huge shame as I am the only childminder in the whole of the Easingwold area. Being able to access the contingency fund really would be a lifeline.
Full Day Care	As always, the rate per hour for the 3 and 4 year olds could be higher, in order that we weren't losing more money than necessary when offering the funded sessions, but we appreciate you don't have a lot of choice over this. Thankyou for your support over this time we are very grateful for the information provided and the financial packages offered for the previous and coming term.
Full Day Care	-Building confidence and awareness in the positive role early Years settings can offer children. Who due to Covid may have limited finances to attend (due to redundancies) / options to access places / the mental health positives for both children and fami
Childminder	Any additional financial support for the sector would be gratefully received. It is becoming increasingly difficult to maintain sustainable due to working with lower numbers. The demand for childcare in the area is currently lower due to Covid
Childminder	A fair system for ALL providers would be helpful...Childminders are not getting a fair deal as per usual!!!!
Childminder	This should be funded on the children that were in last term if the children weren't of school starting age. What children I had in last year bears no relation to the children I had in this year.
Childminder	I feel providers need actual help not advice as per the last suggestion above. Most providers have been running businesses for many year so know how to fill spaces if the demand is there.. Many parents look on Facebook because they don't know

	where to find information. Most don't seem to aware of the families information service or what they do. childminders should be supported in the same way as maintained schools, early years childcare is just as important as for school age children if parents are to return to work. In Ripon a lot of parents appear to be still furloughed, working from home or working reduced hours, there are several settings with vacancies but very few enquires. The ones that are going round are parents wanting care for next year panicking they won't be able to find childcare when they need it because of stories on the news.
Full Day Care	The area of before and after school club is of a great concern as we are not currently able to open this as there is no way we can keep the school bubbles separate on site. As a main revenue stream for the nursery this is having a direct impact on our sustainability.
Full Day Care	I would first like to say the I have not ticked the fourth box is that I have no issue with MNS at all. However I think that funding decision should be made based on the needs of children / families / community regardless of the type / governance / ownership of the setting. Whether a setting is a MNS, Nursery Unit in a school, childminder or private / voluntary provider the support needs to be equitable and fair to children attending. In addition, emergency additional funding for MNS has already been extended by government. In terms of targeted support, the arrangements for sustaining funded places are very welcome. However, for many settings, this only represents a minority of revenue. Support for lost private fee revenue will be required, in some form, to ensure longer terms sustainability. Ultimately, settings of all types would not be in such a perilous position had central government early years funding kept pace with increasing costs over the last 10 years. I actually believe the MOST important thing that NYCC can do is continue to fight, in partnership with all providers for a fair and sustainable funding rate that would allow some resilience to this kind of challenge. We deserve a funding rate that would allow providers to develop a meaningful reserve whilst at the same time investing in staff and developing the best quality care and education for children. Alas, this is all but impossible with a £4 an hour funding rate.
Sessional Care	I think settings who are open should be able to bid for a grant to cover additional costs during the cover outbreak. We are limited by the number of children we can have in setting due to covid restrictions but we have to insure additional costs: cleaning, rotating of equipment, staggered start times etc which means staff need to work longer within the setting to meet covid safety and EYFS needs. Management time too, reading all the constantly changing documentation, making sure staff are up to date with their knowledge and understanding. Funds to hire additional space within a facility to give children additional space during covid all costs and the funding we receive is not covering the costs when we cannot exceed restrictions that the guidance has put in place.
Maintained Nursery Class	Continued support for families who miss the deadline for the 30 hr funding window providing a claim is made before Census.
Full Day Care	I would like to see PVI have the same benefits as schools in regards to Covid 19, they have received far more support than PVIs, in particular I would like to see covid tests sent to PVIs.
Childminder	In my area there is great concern over the level of childcare needed. Many parents are working from home or wanting to limit the amount of professional childcare used. Settings are open and wanting to work but the need is limited. Where the actual amount of children might be the same, in my setting they are all at greatly reduced hours or settings have lost children and struggling to replace. It isn't just letting at total numbers of children, but hours of work lost.
Childminder	A colleague had told me our region North Yorkshire childcare providers will not receive funded support of we have to close due to region lockdown or if families or setting has to isolate. I think this is appalling other regions get support but not us ? I'm very confused are we all not equal ?
Maintained Nursery Class (response	Some of the main risks to providers are: - loss of income due to non attendance because children have symptoms, are self-isolating or have had a positive test, or because parents have been asked to keep children at home if they are ill for any

provided for the 3 schools within the Federation)	reason rather than send into school - additional costs because staff in the nursery/pre-school cannot come into work because they have symptoms, are self-isolating, tested positive or have children that cannot attend school because they are ill. Due to staffing ratios, relief staff will need to be employed The above scenarios are likely to be a constant risk for the next 6-12 months, whether or not there is a local lockdown or a spike and therefore it would be really helpful if any contingency payments could take this into account Consideration of the impact on wrap around care Advice re charging parents when a child is absent due to coronavirus related issues I have selected the category maintained nursery class as it was the closest match, but the actual provision at XXXXX School is a governor run pre-school.
Full Day Care	Businesses are feeling the cost at the moment in the Covid secure measures they have spent money on to provide the care required in June and the increase in costs for cleaning/PPE cost. This although a small scale issue is something to add to the financial costs while levels of childcare demand are low. Receipts and claims for such items since opening would be beneficial to any size of childcare business.
Maintained Nursery School	Although I would support the third point down - it would need to be clarified in how this would work. Sometimes areas of deprivation have more avenues to explore alternative funding streams (such as opportunities funding, charity bids etc) that are not available to other providers and this could risk a provider in a high risk area becoming unviable, even though the deprivation may be low. As the situation is so extraordinary, I think any recovery fund needs to be securely build around a response to the pandemic as the challenges will be similar in different places. In the case of a nursery struggling to get children from a deprived area to attend, it would appear reasonable that they would have additional staff capacity (as the funding would continue to be paid). These staff could then be used to encourage attendance in tandem with the EHT. Costs are greater at the moment due to the complications arising from staffing bubbles and cleaning, as a result all providers are struggling to meet costs. It is important to ensure those providers who have remained open to offer a public service are recognised, rather than supporting a private business when there is support available through central government (eg Furlough Mk 2 / business rates holidays / loans). The providers with no opportunities to access alternative funding (i.e. Nursery Schools with childcare) should be supported as they have no other opportunity to address the financial shortfall, thus further jeopardising their already precarious future.

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated April 2019)

EARLY YEARS FUNDING – COVID-19

AUTUMN 2020 FUNDING ARRANGEMENTS

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FUTURE USE OF THE NYCC EARLY YEARS SUPPORT FUND

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如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Central Services – Strategic Resources
Lead Officer and contact details	Sally Dunn Head of Finance – Schools, Early Years & High Needs sally.dunn@northyorks.gov.uk
Names and roles of other people involved in carrying out the EIA	N/A

How will you pay due regard? e.g. working group, individual officer	Individual Officer
When did the due regard process start?	09/09/2020

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

Proposals are being developed in relation to:

- funding arrangements for early years' providers during the Autumn 2020 term in response to updated guidance issued by the DfE
- the future potential deployment of additional financial support to early years' providers during the Covid-19 recovery period

The proposals are subject to a consultation exercise with early years' providers within North Yorkshire

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (e.g. to save money, meet increased demand, do things in a better way.)

The proposals seek to provide potential additional financial support to the early years' sector within North Yorkshire in order to assist them in continuing to deliver childcare during the Covid-19 recovery period. The proposals seek to ensure continued availability of local early years' provision across North Yorkshire for parents to access. Ensuring sufficiency of early years' provision is a statutory duty of the local authority.

Section 3. What will change? What will be different for customers and/or staff?

The proposals seek to ensure that pre-Covid levels of early years' provision continue to be available within the local authority

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

There have been regular meetings with a stakeholder group of early years' providers which has informed the development of the proposals. Early years' providers within North Yorkshire will be consulted on the proposals through a four-week period of consultation. If possible, virtual briefing sessions will be held with providers to discuss the proposals.

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

Please explain briefly why this will be the result.

The funding arrangements for the Autumn 2020 term should be cost neutral with the DfE announcing that the LA funding for the Autumn 2020 term will be based on the pre-Covid January 2020 census numbers.

DSG early years' reserve funding, subject to appropriate approval, is able to be utilised to provide additional local financial support to the early years' sector within North Yorkshire in response to the Covid-19 crisis and the associated recovery period. Costs and funding awards to providers will be contained within the limits of this funding.

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
Age		X		To seek to ensure that local early years' provision continues to be available for children and their parents.
Disability	X			
Sex	X			
Race	X			
Gender reassignment	X			
Sexual orientation	X			
Religion or belief	X			
Pregnancy or maternity	X			
Marriage or civil partnership	X			

Section 7. How will this proposal affect people who...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
...live in a rural area?		X		To seek to ensure that local early years' provision continues to be available for children and their parents in rural areas.
...have a low income?		X		To seek to ensure that local early years' provision continues to be available for children whose parents have a low income.
...are carers (unpaid family or friend)?		X		To seek to ensure that local early years' provision continues to be available for children whose parents are carers.

Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)	
North Yorkshire wide	X
Craven district	X
Hambleton district	X
Harrogate district	X
Richmondshire district	X
Ryedale district	X
Scarborough district	X
Selby district	X
If you have ticked one or more districts, will specific town(s)/village(s) be particularly impacted? If so, please specify below.	
No	

Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.
No identified impact on anyone because of a combination of protected characteristics.

Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)	Tick option chosen
1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.	x
2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.	
3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)	
4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
Explanation of why option has been chosen. (Include any advice given by Legal Services.) The impact of the proposals which are currently being consulted on is to strengthen the operating position of early years' providers within North Yorkshire during the current period of Covid-19 uncertainties and thus seek to ensure that availability local early years' provision is maintained.	

Section 11. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)
Ongoing monitoring of the delivery of early years' provision within North Yorkshire through analysis of termly headcount data and provider funding claims. Direct feedback from early years' providers will be invited through surveys and continued meetings with the stakeholder group.

Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.				
Action	Lead	By when	Progress	Monitoring arrangements
No actions identified				

Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker.

The EIA has identified no adverse impact of the Early Years funding proposals related to:

- funding arrangements for early years' providers during the Autumn 2020 term in response to updated guidance issued by the DfE
- the future potential deployment of additional financial support to early years' providers during the Covid-19 recovery period

The proposals are subject to a consultation exercise with early years' providers within North Yorkshire which will take place between 23rd September 2020 and 21st October 2020. The EIA will be updated to reflect any relevant feedback and amendments to the proposals as a result of the consideration of the consultation responses received.

No amendments are identified to the EIA as a result of the responses received to the consultation.

Section 14. Sign off section

This full EIA was completed by:

Name: Sally Dunn

Job title: Head of Finance – Schools, Early Years & High Needs

Directorate: Central Services

Signature: Sally Dunn

Completion date: 09/09/2020

Authorised by relevant Assistant Director (signature): Howard Emmett

Date: 09/09/20