

## Equality and Public Health Full Impact Assessment

### Impact Assessment Id: #1052

#### 1.0 Screening Information

**Project Name**

Proposed Changes to the Early Years Single Funding Forumal special education needs inclusion funding

**Name of Project Sponsor**

Sarah Wilkins

**Name of Project Manager**

Rob Phillips

**Name of Project Lead**

Rob Phillips

**Please give a brief description of the project**

Proposal to change the early years single funding formula (EYSFF) special education needs inclusion funding (SENIF) for the funding of under 2's, 2, 3 and 4 year olds

**Data Protection screening result**

Does not need a full impact assessment

**Equality and Public Health screening result**

Will require a full impact assessment

**Environmental Sustainability screening result**

Does not need a full impact assessment

#### 1.1 Background and Purpose

**Background and Purpose of Project?**

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.  
Report uploaded

**Upload Business Case or Support documents**

[20260229 Cabinet member report.docx](#)

**Project Outputs**

Briefly summarise the activities needed to achieve the project outcomes.  
Changes to a funding formula

**Project Outcomes**

Briefly summarise what the project will achieve.  
A simplified and specific funding allocation for children with additional needs accessing EY eligible provision

**Is the project a new function/service or does it relate to an existing Council function/service?**

Existing

**Was consultation carried out on this project?**

Yes

## 1.2 Responsibility

### Directorate/Organisation

Childrens Services

### Service Area

Education, Early Years & Inclusion

## 1.3 Specifics

### Project Reference (if known)

Not Recorded

### Intended Project Close Date \*

March 2026

## 1.4 Project Part of a Strategic Programme

### Is this project part of a strategic programme?

No

## 2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Other - Commissioned Early Years and Childcare Providers

Details of contributors to this assessment:

Name	Sarah Wilkins
Job title	Assistant Director Education
Email address	swilkins@worcestershire.gov.uk

## 3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Other - EY and childcare providers

## 3.1 Information and evidence reviewed

### What information and evidence have you reviewed to help inform this assessment? \*

DfE guidance, funding formula and all modelling completed using WCC data on children and finance

## 3.2 Summary of engagement or consultation undertaken

### Who and how have you engaged, or why do you believe engagement is not required? \*

Early Year providers have been consulted via a survey and the Worcestershire Schools Forum has been consulted via focus group and through regular meeting

## 3.3 Summary of relevant findings

### Please summarise your relevant findings. \*

Overall, for the 9 consultation questions across each provider type and overall, there was support for:

The sector did not support the principle of maintaining the current base funding rate at the detriment of the SENIF (per consultation question 1)

The sector did agree with the principle of reallocating current SENIF towards the more complex needs (per consultation question 2)

The sector agreed that a higher level of SENIF would support the offer to children with more complex needs to access their full entitlement (per consultation question 3)

The majority supported the proposal to include a small hourly supplement to support emerging and low-level SEND (per consultation question 4)

The vast majority supported the proposal to simplify the SENIF with clear criteria with 4 SENIF levels (per consultation question 5)

The sector supports the proposed criteria for each of the levels (per consultation question 6, 7, 8 and 9)

The comments received, and issues raised by providers for each consultation question and other matters are detailed in Appendix 2.

In summary, the main areas raised by providers for the LA to consider in making decisions on changes to the existing EYSFF are:

Many providers comment that they still feel that the base funding remains insufficient to support all children including those with emerging needs. This is a matter to be fed back to the DfE as the overall allocations are set by central government. It is possible that the SEND Reform White Paper due in Spring 2026 may impact on this position. Providers welcome the recognition of the additional costs of the needs for children with complex needs. The current funding model for SENIF is too complex and not sufficient to cover the cost of the support needed.

The Early Years providers want a more simplified funding model based on the needs and support for the children.

## 4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

### Age

Potential neutral impact selected.

### Explanation of your reasoning:

this proposed funding level change is specific to children with additional needs and does not impact on age

**Disability**

Potential positive impact selected.

**Explanation of your reasoning:**

This change to funding levels is intended to positively impact for disabled children by providing higher rates and target funding for those with a disability

**Gender reassignment**

Potential neutral impact selected

**Explanation of your reasoning:**

this proposed funding level change is specific to children with additional needs and does not impact on gender reassignment

**Marriage and civil partnerships**

Potential neutral impact selected.

**Explanation of your reasoning:**

this proposed funding level change is specific to children with additional needs and does not impact on marriage or civil partnerships

**Pregnancy and maternity**

Potential neutral impact selected.

**Explanation of your reasoning:**

this proposed funding level change is specific to children with additional needs and does not impact on pregnancy or maternity

**Race including travelling communities**

Potential neutral impact selected.

**Explanation of your reasoning:**

**this proposed funding level change is specific to children with additional needs and does not impact on race**

**Religion and belief**

Potential neutral impact selected.

**Explanation of your reasoning:**

this proposed funding level change is specific to children with additional needs and does not impact on religion or belief

**Sex**

Potential neutral impact selected.

**Explanation of your reasoning:**

this proposed funding level change is specific to children with additional needs and does not impact on sex

**Sexual orientation**

Potential neutral impact selected.

**Explanation of your reasoning:**

this proposed funding level change is specific to children with additional needs and does not impact on sexual orientation

## 5 Characteristics - Public health

### Other vulnerable and disadvantaged groups

Potential neutral impact selected.

#### Explanation of your reasoning:

this proposed funding level change is specific to children with additional needs and does not impact on any other disadvantage

### Health inequalities

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

this proposed funding level change is specific to children with additional needs and therefore may have a positive impact on the child and providers in ensuring health inequalities do not widen

### Social and economic

Potential neutral impact selected.

#### Explanation of your reasoning:

this proposed funding level change is specific to children with additional needs and does not impact on social or economic factors

### Physical health

Potential neutral impact selected.

#### Explanation of your reasoning:

this proposed funding level change is specific to children with additional needs and therefore may have a positive impact on the child physical health as more able to meet needs

### Mental health and wellbeing

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

this proposed funding level change is specific to children with additional needs and therefore may have a positive impact on the child and providers well being as more able to meet needs

### Access to services

Potential positive impact selected.

#### Explanation of your reasoning:

this proposed funding level change is specific to children with additional needs and therefore may have a positive impact on the child and providers in being able to provide access to services

## 6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

## 7 When will you review this equality and public health estimate(EPHIA)?

as we review impact of the changes next year.

## 8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

## 8 Application Details

### Last Updated Date Time

06/02/2026 12:19:12

### Screening Submitted Date Time

06/02/2026 11:30:11

### Last Reopened Date Time

No Date Recorded

### Full Impact Submitted Date Time

06/02/2026 12:19:12

### Approved/Rejected Date Time

No Date Recorded

### Current User Dashboard Request Status

Submitted

## 9.0 People with access to the original screening

[Karen Walsh \(KWalsh@worcestershire.gov.uk\)](mailto:KWalsh@worcestershire.gov.uk)

[Sarah Wilkins \(SWilkins@worcestershire.gov.uk\)](mailto:SWilkins@worcestershire.gov.uk)

## 9.1 People with access to this equality and public health assessment

[Karen Walsh \(KWalsh@worcestershire.gov.uk\)](mailto:KWalsh@worcestershire.gov.uk)

[Sarah Wilkins \(SWilkins@worcestershire.gov.uk\)](mailto:SWilkins@worcestershire.gov.uk)

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**Direct Questions**

No Questions Asked