



<b>EIA Reference Number</b>	84
<b>Service, policy, or strategy</b>	Childcare Voucher Scheme
<b>Element(s) assessed</b>	
<b>Names of Assessors</b>	HR Manager, Local Tax Court Officer, Customer Access Manager

Consider:

	Yes	No
Was discrimination or disadvantage identified?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Was the service promoting equality?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Could the service be improved in promoting equality?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Are the customers' needs understood and met?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is there good evidence and/or reasoning to support the decisions on whether groups are/aren't affected?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Does the summary report properly reflect the key findings of the assessment?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is the summary report clear and easy to understand?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
If improvements have been identified, do they reflect and deal with the key findings?	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**The decision is to:**      **Validate**       **Not validate**

The reason/s for the decision are: *please give details below*

- Validation given – information correct
- Not validated – decision not to proceed as EIA incorrect
- Not validated - screening error
- Not validated – research/consultation error
- Not validated – improvement error

**Signed**

**Designation**  
Corporate Director

**Name**  
Karen Brimacombe

**Date**  
26 May 2011

Stage 1

<b>STAGE 1 – Briefing Note</b>	
<i>EIA ID (Sinbad reference number)</i>	84
<i>Date of meeting</i>	9 May 2011
<i>Job Titles of assessors</i>	HR Manager, Local Tax Court Officer, Customer Access Manager

**The Assessment**

Childcare Voucher Scheme was assessed following changes in legislation effective 1 April 2011

**Assessment Findings**

Overall the scheme is positive, however, the changes mean that new joiners to the scheme from 6 April 2011 who pay the higher rate of tax can now only have a reduced voucher entitlement.

**Justification**

As this is an HR Policy scoping/screening will need to take place.

**Stage 6**

<i>EIA ID (Sinbad reference number)</i>	84
<i>Date of assessment</i>	9 May 2011
<i>Name of assessors</i>	HR Manager, Local Tax Court Officer, Customer Access Manager

**The Assessment**

The changes to the Childcare Voucher Scheme were assessed by the above officers,

**The Customer/Customer Group**

N/A

**Consultation and Research**

N/A

**Key Individuals and Organisations**

N/A

**Assessment Findings**

Overall the scheme is positive, however, the changes mean that new joiners to the scheme from 6 April 2011 who pay the higher rate of tax can now only have a reduced voucher entitlement, however this is not a protected characteristic.

**Actions Arising**

None