

Finding	Recommendation	Priority Rating	Management Response	Responsible Officer	Implementation Date
Objective: The Workplace Nursery is operating effectively and efficiently; providing a well managed, flexible and safe subsidised service to SSDC employees with child care needs.					
1. Risk 1: The Service is unsustainable; costs are too high and/or the Council removes or reduces its subsidy for childcare provision.					
1.1a <i>There are currently no clear objectives for the service.</i>	I recommend that the HR Manager identifies the objectives and priorities for the service so that the Nursery Manager has a clear direction for the service.	4	Agreed - The objectives for the Workplace Nursery are to provide a cost effective quality nursery service. Priority for the service as noted in the report is to assess, in partnership with YDH, the potential benefits for the nursery to be operated outside SSDC control.	HR Manager	1 st July 2012
2. Risk 4: The Workplace Nursery does not provide a flexible service which assists employees to balance work and life.					
2.1a <i>Equality Impact Assessments have not been completed at the Nursery.</i>	I recommend that the HR Manager in liaison with the Equalities Manager ensures that an Equality Impact Assessment is completed at the Workplace Nursery.	4	Agreed - The workplace nursery was included in the HR Equality Impact Assessment. This will be reviewed to see if any additional actions are required from the workplace nursery viewpoint.	HR Manager	1 st April 2012
2.1b <i>Disabled access arrangements are not satisfactory.</i>	I recommend that the HR Manager in liaison with the Equality Manager ensures that the disabled access arrangements at the nursery are addressed.	4	Equality Act states 'Service providers are not expected to anticipate the needs of every individual who may use their service, but what they are required to think about and take reasonable steps to overcome are barriers that may impede people with different kinds of Disability. Once a service provider has become aware of the requirements of a particular disabled person who uses or seeks to use its services, it might then be reasonable for the service provider to take a particular step to meet these requirements'. Agreed - A plan will be drawn up setting out what action will be taken once the requirements for a particular disabled person become known.	HR Manager	31 st December 2012