



WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Please read the brief guidance which provides essential information for anyone who is unfamiliar with the County Council Equality Impact Assessment process.

Background information:

Name:	Sarah Wilkins
Job Title:	Strategic Lead for SEND & Group Manager for Children with Disabilities
Service area:	Cross Directorate
Directorate:	CF&C
Telephone:	01905 846082
Email address:	swilkins@worcestershire.gov.uk
Date assessment commenced:	28/11/2017
Date assessment completed:	28/11/2017

Function, strategy, project, policy or procedure being assessed:

Name of the function, strategy, project, policy or procedure being assessed:	SEND Strategy
Is this a new or an amended policy?	New
Does the policy form part of a wider programme which has already been screened for equality relevance?	Yes

Stage 1 - Please summarise the main objectives, aims and intended outcomes of this policy

Aims/Objectives:	<p>The 5 Strategic Priorities that have been identified as part of the development of the SEND Strategy are as follows;</p> <ol style="list-style-type: none">(1) A Person – Centred Approach(2) Integration and Operational Delivery(3) Early Intervention(4) Preparation for Adulthood(5) Workforce Development <p>These priorities will drive a programme of work that will be overseen by representatives of the accountable bodies through a Strategic Board.</p>
Intended outcomes:	<p>"In Worcestershire we want all children and young people with special educational needs and / or disabilities to be truly seen and respected as individuals and to be the best they can be."</p> <p>In Worcestershire, to achieve this vision, we all work together to</p>



	<p>enable children and young people to:</p> <ul style="list-style-type: none">• be independent: not because they can do everything for themselves, but to have control over their lives and how they live them• live where they choose and with people they choose• have leisure interests and hobbies that will enhance their life skills, their creativity and be fun and for these interests to be in ordinary places in and with their community• have the opportunity to learn and to keep learning, both within a supportive and appropriate educational environment which meets their needs and outside school• manage the many transitions in their lives with appropriate support• prepare and move into meaningful and worthwhile work as adults - be it paid employment, their own business or any activity that supports them to contribute to their community life• have the information and support they need to make positive informed choices and decisions about their lives• be and feel safe - at home and in their community• be confident and have the opportunity to say what they think or want• have a network of meaningful friendships and relationships• be truly seen as individuals and respected and celebrated for who they are• be and stay healthy• have a strong voice, alongside the strong voice of families
Please summarise how these outcomes will be achieved?	<p>These outcomes will be achieved through a number of projects that will change the ways in which we work with children, young people, parents/carers, and as professionals together. It will involve greater integration of services in a co-productive approach that will:</p> <ul style="list-style-type: none">• Identify children and young people with SEND• Assess and meet the needs of children and young people with SEND, through a Graduated Approach.• Provide support and services that effectively meet needs and improve the outcomes of those with SEND.
Where an existing policy is to be amended please summarise principle differences between the existing and proposed policies?	N/A

Stage 2 - Information gathering/consultation

Please give details of data and research which you will use when carrying out this assessment:	Central to the development of the SEND Strategy are the views of children, young people, their parents and carers and practitioners. We have carried out stakeholder engagement and consultation activities throughout 2016/17 and combined this feedback with our data to identify the five Strategic Priorities.
Please give details of any	



consultation findings you will use when carrying out this assessment:	
Do you consider these sources to be sufficient?	Yes However, consultation will be an ongoing process. The Strategy and the action plan will be reviewed on an annual basis to ensure that we remain focussed on the right things and improve outcomes for children and young people in Worcestershire.
If this data is insufficient, please give details of further research/consultation you will carry out:	N/A
Please summarise relevant findings from your research/consultation:	Consultation event summaries are included as appendices to this EIA.

Stage 3 - Assessing the equality impact of the policy

Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any of the protected groups:

Protected characteristic	Adverse	Positive	Neutral
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide details of all positive and adverse impact you have identified:	The aim of the SEND Strategy is to improve outcomes for children and young people with a special educational need and/or a disability (SEND).
Where possible please include numbers likely to be affected:	The SEND Strategy will encompass all children and young people with SEND in Worcestershire. School census data (January 2017) show that there were 10,863 children and young people in Worcestershire identified as having SEN support needs. In addition to this 2381 children and young people had an Education Health and Care Plan or Statement of Educational Need (2016/17 August data).



Where potential adverse impact has been identified, can continuation of the proposed policy be justified?	Choose an item. If yes, please explain your reasons: N/A - No Adverse impact identified
Do you consider that this policy will contribute to the achievement of the three aims of the Public Sector Equality Duty ?	Please indicate which of these aims is achieved through this policy: All 3 Please explain how the policy contributes to achievement of any aims you have selected: The 5 priority outcomes listed in section 1 above will contribute to the achievement of all three aims
<p>The Public Sector Equality Duty has the following three aims:</p> <ol style="list-style-type: none"> 1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. 2. To advance equality of opportunity between persons who share a relevant Protected Characteristic and persons who do not share it. 3. To foster good relations between persons who share a relevant Protected Characteristic and persons who do not share it. 	

Stage 4 - Action planning and time frames

Please list any actions you will take to mitigate any adverse impact you have identified:

Planned action	By who	By when	How will this be monitored

Please indicate how these actions will be taken forward as part of your team/service/directorate planning:	
------------------------------------------------------------------------------------------------------------	--

Stage 5 - Monitoring & Review

How frequently will proposed action be monitored?	The Strategy will be reviewed yearly
How frequently will intended outcomes be evaluated?	
Who will be responsible for monitoring and evaluation?	SEND Improvement Board
How will you use the monitoring and evaluation results?	

Stage 6 - Publication

Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.

	Signature	Date
Completing Officer:		Click here to enter a date.
Lead Officer:		Click here to enter a date.
Service Manager:		Click here to enter a date.

Appendices



EIA appendix 1
31.03.2017 Children's



EIA appendix 2
11.10.2017 event dis