

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:

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Service area:	Provision Planning & Accommodation
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Date assessment commenced:	21/10/2015
Date assessment completed:	04/11/2015

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

Name of the function, strategy, project, policy or procedure being assessed:	Project = Review of Pre-School Specialist Provision Proposal = Formal Proposal to cease the Nursery Plus provision at Franche Community Primary School
Is this a new or an amended policy?	Amended
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:	To review the specialist provision for pre-school aged children with special educational needs in Worcestershire. This provision has evolved over time. Generally it was felt the current provision no longer reflected the priority needs and did not provide equitable cover across the county. A significant majority of respondents supported: <ul style="list-style-type: none"> • District based provision; • Pre-school and statutory school aged bases for targeted specialist support should be co-located to provide a continuum of provision; • Provision should be modelled in school based classes.
Intended outcomes:	To move away from Nursery Plus provision/bases and therefore focus on Early Years Language provision.
Please summarise how these outcomes will be achieved?	To commission one specialist Early Years base in each Worcestershire district (excluding Special School Nurseries and



	Nursery Assessment centres) with a focus primarily on Speech & Language and to be commissioned in line with the work of the Council for High Needs provision from September 2016.
Where an existing policy is to be amended please summarise principle differences between the existing and proposed policies?	

Stage 2 - Information gathering/consultation

Please give details of data and research which you will use when carrying out this assessment:	Pre-School Forum referral data & information. Placement & waiting list data. Information from current specialist providers. Known pre-school age data from Health.
Please give details of any consultation findings you will use when carrying out this assessment:	Only three responses were received during the consultation. One of the respondents supported the closure as they felt it would give wider choice to parents. The other two respondents did not support the proposed closure because of the risk to jobs and services and also because they believe that schools do not offer sufficient flexibility for children with Special Educational Needs.
Do you consider these sources to be sufficient?	Yes
If this data is insufficient, please give details of further research/consultation you will carry out:	
Please summarise relevant findings from your research/consultation:	There is not sufficient opposition to suggest this proposal should not go ahead.

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 type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Please provide details of all positive and adverse impact you have identified:	The positive impact will be for pre-school age children with SEND who are referred for Specialist Early Years provision throughout the County. The review will ensure that children in any part of the county can have their needs identified and met by Education, Health and Care professionals, to ensure appropriate and timely interventions.																																										
Where possible please include numbers likely to be affected:	<p>The following details the number of children who have attended Franche Nursery Plus on a part time basis term time only over the last few years:</p> <p><u>Number of children attending Franche Nursery Plus</u></p> <table border="1"> <thead> <tr> <th>Area of Need</th> <th>2009/1 0</th> <th>2010/1 1</th> <th>2011/1 2</th> <th>2012/1 3</th> <th>2013/1 4</th> <th>Totals</th> </tr> </thead> <tbody> <tr> <td>Communication and Interaction</td> <td>3</td> <td>7</td> <td>3</td> <td>1</td> <td>1</td> <td>15</td> </tr> <tr> <td>Cognition and Learning</td> <td>3</td> <td>7</td> <td>3</td> <td>1</td> <td>0</td> <td>14</td> </tr> <tr> <td>Sensory, Physical and Medical</td> <td>3</td> <td>2</td> <td>1</td> <td>4</td> <td>3</td> <td>13</td> </tr> <tr> <td>Behaviour, Emotional and Social</td> <td>2</td> <td>1</td> <td>3</td> <td>6</td> <td>5</td> <td>17</td> </tr> <tr> <td>Yearly totals</td> <td>11</td> <td>17</td> <td>10</td> <td>12</td> <td>9</td> <td>59</td> </tr> </tbody> </table>	Area of Need	2009/1 0	2010/1 1	2011/1 2	2012/1 3	2013/1 4	Totals	Communication and Interaction	3	7	3	1	1	15	Cognition and Learning	3	7	3	1	0	14	Sensory, Physical and Medical	3	2	1	4	3	13	Behaviour, Emotional and Social	2	1	3	6	5	17	Yearly totals	11	17	10	12	9	59
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Where potential adverse impact has been identified, can continuation of the proposed policy be justified?	<p>Choose an item.</p> <p>If yes, please explain your reasons:</p>																																										
Do you consider that this policy will contribute to the achievement	<p>Please indicate which of these aims is achieved through this policy: Please explain how the policy contributes to achievement of any aims you have selected: To enhance equality of opportunity by providing provision in each district.</p>																																										



nt of the
three aims
of the
[Public
Sector
Equality
Duty?](#)

The Public Sector Equality Duty has the following three aims:

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:

The aims and objectives fit with the Council's Future Fit Corporate Plan, therefore highlight and stage reports will include evidence of progress / change at team level / service level and directorate level.

Stage 5 - Monitoring & Review

How frequently will proposed action be monitored?	Monthly at Project Board. When required by Leadership Team and Cabinet.
How frequently will intended outcomes be evaluated?	At Key Milestones, end of stages, and exception points.
Who will be responsible for monitoring and evaluation?	Project group, Project Board, and others if required.
How will you use the monitoring and evaluation results?	To reflect on progress and make amendments where necessary.



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:	<i>V. Kiernan</i>	04/11/2015
Lead Officer:	<i>D. Williams</i>	18/11/2015
Service Manager:	<i>John Edwards</i>	23/11/2015