

## Equality Impact Assessment - head of service review

Reference: EQIA381182293

Submitted: 25 November 2021 13:34 PM

### Executive summary

**Title of policy or decision:** SEND Therapy Services

**Describe the main aims, objectives and purpose of the policy (or decision):** Reprourement of an existing service that supports ECC's statutory duty to ensure that the Special Education Provision in Educational Health and Care Plans (EHCP) is made. The contract supports an integrated therapy services for Speech and Language, Occupational Therapy and Physiotherapy for pupils with an identified need within their EHCP.

**What outcome(s) are you hoping to achieve?:** Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

**Which strategic priorities does this support? - Help create great places to grow up, live and work:**  
Promoting independence, Levelling up health

**Which strategic priorities does this support? - Transform the council to achieve more with less:**  
Educating outcomes, Outcomes for vulnerable children, Levelling up outcomes for families

**Is this a new policy (or decision) or a change to an existing policy, practice or project?:** a new policy (or decision)

**Please provide a link to the document / website / resource to which this EqIA relates:** SEND Therapies Project Initiation Document

**Please upload any documents which relate to this EqIA, for example decision documents:** SEND Therapies Project Initiation Document

### Assessing the equality impact

**Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision):** Ongoing liaison with front line staff and families in receipt of services along with contract managements with the incumbent supplier, is informing the design of the new service moving forward, ensuring needs are met and the services are fit for purpose as part of continuous improvement. Currently the contract delivers 17698 therapy hours, a 40% increase since it was first awarded. In addition to these hours, ECC commissions a further 1641 hours support from the independent sector.

**Does or will the policy or decision affect:**

**Service users:** Yes

**Employees:** No

**The wider community or groups of people, particularly where there are areas of known inequalities:** No

**Which geographical areas of Essex does or will the policy or decision affect?:** All Essex

**Will the policy or decision influence how organisations operate?:** No

**Will the policy or decision involve substantial changes in resources?:** Yes

**Is this policy or decision associated with any of the Council's other policies?:** No

**Is the new or revised policy linked to a digital service (website, system or application)?:** No

## Description of impact

**Description of Impact.** If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Age, Disability - learning disability, Disability - mental health issues, Disability - physical impairment, Disability - sensory impairment

**I confirm that I have considered the potential impact on all of the protected characteristics:** I confirm that I have considered the potential impact on all of the protected characteristics

**Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics:** There is no negative impact on any of the protected characteristics.

## Age

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** The decision will have a positive impact for users of the Service as capacity will be available to provide therapy services, if required, to existing users of the service beyond the age of 19 and up to the age of 25 in line with the requirements of the Childrens and Families Act (2014).

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The decision will have a positive impact for users of the Service as capacity will be available to provide therapy services, if required, to existing users of the service beyond the age of 19 and up to the age of 25 in line with the requirements of the Childrens and Families Act (2014).

## Disability - learning disability

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** The decision will have a positive impact for those eligible for the Service. The specification ensures that the service is appropriately resourced to meet the needs of the identified cohort.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The decision will have a positive impact for those eligible for the Service. The specification ensures that the service is appropriately resourced to meet the needs of the identified cohort.

## Disability - mental health issues

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** The decision will have a positive impact for those eligible for the Service. The specification ensures that the service is appropriately resourced to meet the needs of the identified cohort.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The decision will have a positive impact for those eligible for the Service. The specification ensures that the service is appropriately resourced to meet the needs of the identified cohort.

## Disability - physical impairment

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** The decision will have a positive impact for those eligible for the Service. The specification ensures that the service is appropriately resourced to meet the needs of the identified cohort.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The decision will have a positive impact for those eligible for the Service. The specification ensures that the service is appropriately resourced to meet the needs of the identified cohort.

## Disability - sensory impairment

**Nature of impact:** Positive

**Please provide more details about the nature of impact:** The decision will have a positive impact for those eligible for the Service. The specification ensures that the service is appropriately resourced to meet the needs of the identified cohort.

**Extent of impact:** Low

**Please provide more details about the extent of impact:** The decision will have a positive impact for those eligible for the Service. The specification ensures that the service is appropriately resourced to meet the needs of the identified cohort.

## Action plan to address and monitor adverse impacts

**Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?:** No

## Details of person completing the form

**I confirm that this has been completed based on the best information available and in following ECC guidance:** I confirm that this has been completed based on the best information available and in following ECC guidance

**Date EqlA completed:** 25/11/2021

**Name of person completing the EqlA:** Glynis HamiltonLewin

**Email address of person completing the EqlA:** Glynis.HamiltonLewin@essex.gov.uk

**Your function:** Children, Families and Education

**Your service area:** SEND Strategy and Innovation

**Your team:** SEND Provision

**Are you submitting this EqlA on behalf of another function, service area or team?:** No

**Email address of Head of Service:** [ralph.holloway@essex.gov.uk](mailto:ralph.holloway@essex.gov.uk)