

Equality Impact Assessment - head of service review

Reference: EQIA232416896

Submitted: 27 July 2020 17:24 PM

Executive summary

Title of policy or decision: Individual Packages of Education Support

Describe the main aims, objectives and purpose of the policy (or decision): The Provision of Individual Packages of Educational Support Framework was established in April 2019 to meet the LA's statutory responsibilities under section 19 of the Education Act 1996.

This framework facilitates the purchase of individually tailored packages of Education support for young people of statutory school age in Key Stages 1-4.

These students will have a range of backgrounds that could include (but is not limited to) being excluded, being in public care and have had disrupted care placements, young offenders.

What outcome(s) are you hoping to achieve?: Help people get the best start and age well

Which strategic priorities does this support? - Help people get the best start and age well: Help keep vulnerable children safer and enable them to fulfil their potential

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

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): This procurement will allow an extension to the current budget and will grant a re-opening of the Framework to allow us to bring on board new providers.

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

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?: No

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: Disability - learning disability, Disability - mental health issues, Disability - physical impairment, Disability - sensory impairment, Gender reassignment, Pregnancy / maternity

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: This budget increase request is monetary only and has no impact on the Framework agreement.

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: The provision of this service is aimed at those children and young people with SEN, Complex Medical Needs and Behavioural difficulties, therefore the impact should be positive.

Extent of impact: Medium

Please provide more details about the extent of impact: The provision of this service is aimed at those children and young people with SEN, Complex Medical Needs and Behavioural difficulties, therefore the impact should be positive.

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: The provision of this service is aimed at those children and young people with SEN, Complex Medical Needs and Behavioural difficulties, therefore the impact should be positive.

Extent of impact: Medium

Please provide more details about the extent of impact: The Framework helps keep vulnerable children safe and enable them to fulfil their potential through a range of provisions.

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: The provision of this service is aimed at those children and young people with SEN, Complex Medical Needs and Behavioural difficulties, therefore the impact should be positive.

Extent of impact: Medium

Please provide more details about the extent of impact: The Framework helps keep vulnerable children safe and enable them to fulfil their potential through a range of provisions.

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: The provision of this service is aimed at those children and young people with SEN, Complex Medical Needs and Behavioural difficulties, therefore the impact should be positive.

Extent of impact: Medium

Please provide more details about the extent of impact: The Framework helps keep vulnerable children safe and enable them to fulfil their potential through a range of provisions.

Gender reassignment

Nature of impact: Neutral

Please provide more details about the nature of impact: We do not think the delivery of this service will disproportionately impact on this protected characteristic.

Extent of impact: We do not think the delivery of this service will disproportionately impact on this protected characteristic.

Please provide more details about the extent of impact: The Framework helps keep vulnerable children safe and enable them to fulfil their potential through a range of provisions.

Pregnancy / maternity

Nature of impact: Neutral

Please provide more details about the nature of impact: This service will be accessed by young mothers and teenagers who are unable to attend school due to pregnancy.

Extent of impact: Medium

Please provide more details about the extent of impact: The Framework helps keep vulnerable children safe and enable them to fulfil their potential through a range of provisions.

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: 27/07/2020

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: SEN Strategy and Innovation

Your team: SEN Provision

Are you submitting this EqlA on behalf of another function, service area or team?: Yes

Name of person completing the EqlA: Glynis HamiltonLewin

Function: Children, Families and Education

Service area: Specialist education services and SEND

Team: SEND Ops, Education Access, Virtual Schools.

Email address of Head of Service: ralph.holloway@essex.gov.uk