

## Appendix 2: Equality Impact Assessment for Dedicated Schools Grant review

### Equality Impact Assessment

<b>Dedicated School Grants Review</b>	27 May 2020
	Stage: Draft

### Stage 1: Do you need to complete an Equality Impact Assessment (EIA)?

#### About Equality Impact Assessments

Yes, an EIA is required as this proposal seeks to change the way a service is delivered for a reduced value. It also seeks to change the delivery to vulnerable groups.

The changes focus on a number of key service elements within the Dedicated School Grants high needs block which covers:

- Place funding and top up funding for specialist settings (i.e. special schools, resourced provision bases and pupil referral units (PRUs).
- Support as outlined within an education, health and care plan (EHCP) for additional educational needs in mainstream schools, specialist settings and Post 16 establishments.
- Independent School Fees for the SEND cohort
- Specialist support services (i.e. Sensory, learning support, etc.); and
- Other SEN/Inclusion support services and activities. Including those to young people excluded from school.

Following the initial wider review, specific proposals are being brought forward across a reduced scope, these will be set out, along with further information, for detailed consultation. As the proposals within the review findings are developed they will incorporate feedback from consultation and any changes to the proposed new service designs.

A fuller EIA will be completed as specific proposals are developed through consultation. This will demonstrate the impact of service users and staff against all

protected characteristics.

It is anticipated that the review recommendations may impact on the following Protected Characteristics:

- Disability; (in relation to people accessing services)
- Age; (in relation to people accessing services)
- Gender; (in relation to existing staffing demographics)
- Pregnancy and maternity (in relation to people accessing services)

As well as the protected characteristics outlined above the following group has also been identified as potentially being impacted upon due to the implementation of a proposed integrated service:

- *Socio-economic (in relation to client and staffing demographics)* - Professional assumptions understand that social deprivation and low income cuts across a number of protected characteristics, for example women are proportionally more likely to be in part-time or low paid work.

Potential impact on the above protected characteristics will be considered and inform the implementation of the programme and will be monitored.

Analysis of emerging learning from the evaluation alongside feedback from engagement will deepen our understanding of the nature of this impact and seek to understand appropriate mitigating measures, including the way the proposed integrated service is designed and developed.

## Stage 2: What do you know?

The protected characteristics under the Equality Act 2010 are as follows:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Analysis is required in relation to service uptake and service users to determine the

protected characteristics affected by the proposal.

In addition, consideration will also be given regarding:

- Borough wide demographics and needs
- Consultation and engagement feedback
- Current lived experience of families and young people

The Joint Strategic Needs Assessment document for SEND was published in April 2019. This is a review of the current and future health and social care needs of a defined community. **Stockport** has recently published a **JSNA** for its population aged 0 to 25 living with Special Educational Needs and Disability. This report can be accessed at the following link:

<https://stockport.fsd.org.uk/kb5/stockport/fsd/service.page?id=V6GaRS6FfMA&familychannel=999>

## Stage 2a: Further data and consultation

Subject to approval to progress to the consultation stage, an extensive consultation will be undertaken. Please see attached draft consultation plan.

The results of the consultation will be used to inform the EIA to assess and mitigate against any disproportionate impact to those who identify with the protected characteristics.

## Stage 3: Results and Measures

To be completed following the consultation stage.

## Stage 4: Decision Stage

To be completed following the consultation stage.

