

# Equality Impact Analysis Template

## Section 1: Introduction


Name of proposal
For the purpose of this document, 'proposal' refers to a policy, function, strategy or project
Draft Special Educational Needs, Disabilities and Inclusion Strategy 2024 – 29
Service area and Directorate responsible
SEND service, Children's Services Directorate
Name of completing officer
Frances Winter
Approved by (Corporate Director / Divisional Director/ Head of Service)
Tina Sode
Date of approval
20/02/2024

**Where a proposal is being taken to a committee, please append the completed EIA(s) to the cover report.**

### Conclusion – To be completed at the end of the Equality Impact Analysis process

This summary will provide an update on the findings of the EIA and what the outcome is. *For example, based on the findings of the EIA, the proposal was rejected as the negative impact on a particular group was disproportionate and the appropriate actions cannot be undertaken to mitigate risk. Or, based on the EIA, the proposal was amended, and alternative steps taken.*

*The focus of this is to analyse the impacts of the proposal on residents, service users and the wider community that are likely to be affected by the proposal. If the proposed change also has an impact on staff, the committee covering report should provide an overview of the likely equality impact for staff, residents and service users and the range of mitigating measures proposed.*

Conclusion	Current decision rating (see Appendix A)
<p>Initial assessment is that successful implementation of the strategy will have a positive impact – helping to reduce inequalities (particularly those based on disability) and improve cohesion and inclusion.</p> <p>This EqIA will be updated prior to the review of the draft SEND and Inclusion Strategy by the Health and Wellbeing Board on 16 April, based on the completed SEND JSNA.</p> <p>It will be further updated to include outcomes of consultation/engagement before the strategy is finalised in late summer 2024.</p>	

**The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘due regard’ to the need to:**

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between those with ‘protected characteristics’ and those without them
- Foster good relations between those with ‘protected characteristics’ and those without them

This Equality Impact Analysis provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above. For more information about the Council’s commitment to equality, please visit the council’s [website](#).

## Section 2: General information about the proposal

Describe the proposal including the relevance of proposal to the general equality duties and protected characteristics under the Equality Act 2010

The SEND and Inclusion Strategy is a partnership strategy for 2024 – 29, led by the SEND Improvement Board.

The strategy sets out the partnership plans to improve support for children and young people with SEND and their families, and how it will work to improve inclusion for children and young people with SEND in activities and opportunities in the borough and support them to thrive.

There are three areas where the strategy has the potential to advance equality:

1. Advancing equality of opportunity for disabled children and young people

As a significant proportion of children and young people with Special Educational Needs and Disabilities will meet the definition of disabled under the Equality Act, the objectives of the strategy are relevant to the general equality duties. The strategy aims to advance equality of opportunity for children and young people with SEND and foster good relations between them and their peers.

2. Identifying and reducing inequalities in the identification of children and young people with different SEND needs.

Boys are generally more likely than girls to be identified as having SEND, and the ethnic background of children with different SEND needs can differ from that of the child population of Tower Hamlets as a whole. The strategy and accompanying Joint Strategic Needs Assessment offer an opportunity to understand whether children with some protected characteristics are less likely to have their needs identified.

3. Identifying any barriers to effective support and positive outcomes for children and young people with SEND

The strategy offers an opportunity to understand how effective SEND support is in improving outcomes for children with different backgrounds and to address barriers to effective support.

## Section 3: Evidence (consideration of data and information)

What evidence do we have which may help us think about the impacts or likely impacts on residents, service users and wider community?

The evidence will be included within the Joint Strategic Needs Assessment on Special Educational Needs and Disabilities (2024) which brings together local and national data on different needs and includes a specific focus on inequalities and the impact of poverty and deprivation on children and young people with SEND.

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## Section 4: Assessing the impacts on different groups and service delivery

Groups	Positive	Negative	Neutral	Considering the above information and evidence, describe the impact this proposal will have on the following groups?
<b>Protected</b>				
<b>Age</b> (All age groups)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The strategy applies to children and young people aged 0 – 25 years, reflecting the Children and Families Act 2014.
<b>Disability</b> (Physical, learning difficulties, mental health and medical conditions)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	By improving the timeliness and effectiveness of support for children and young people with SEND, and supporting inclusion in local communities and activities, the strategy will support equality for young disabled residents.
<b>Sex</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Potential impacts to be identified.</p> <p>Boys are much more likely to be identified as having SEND than girls. The full JSNA will identify where this may be the result of under-identification of girls' needs', allowing</p>

				the strategy to identify areas where more attention is needed to identifying girl's needs.
<b>Gender reassignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Insufficient information to draw conclusions. However, strong focus on building the voice and wishes of children and young person into all plans and support.
<b>Marriage and civil partnership</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Discrimination based on marriage and civil partnership status not relevant to this strategy.
<b>Religion or philosophical belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Information not available.
<b>Race</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This section will be developed based on the information on the JSNA. For example, White British pupils are overrepresented in EHCP cohort. The JSNA will examine data on different needs and ethnic background to understand over/under-representation and support effective interventions.
<b>Sexual orientation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Insufficient information to draw conclusions. However, strong focus on building the voice and wishes of children and young person into all plans and support.

<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Discrimination based on pregnancy and maternity not relevant to this strategy.
<b>People with Care Experience</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Data to follow. Strategy includes commitments to strengthen joint working between social care and SEND services, which will enhance support for children and young people who we look after or are care experienced.
<b>Other</b>				
<b>Socio-economic</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Data to follow. JSNA will examine links between poverty/deprivation and SEND.
<b>Parents/Carers</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strategy includes focus on information and support for parents/carers.
People with different <b>Gender Identities</b> e.g. Gender fluid, Non-Binary etc	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Insufficient information to draw conclusions. However, strong focus on building the voice and wishes of children and young person into all plans and support.
<b>Any other groups</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

## Section 5: Impact analysis and action plan

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Update on progress
To follow				

## Section 6: Monitoring




What monitoring processes have been put in place to check the delivery of the above action plan and impact on equality groups?

To follow consultation.



## Appendix A

### EIA decision rating

Decision	Action	Risk
<p>As a result of performing the EIA, it is evident that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a Protected Characteristic under the Equality Act and appropriate mitigations cannot be put in place to mitigate against negative impact. It is recommended that this proposal be suspended until further work is undertaken.</p>	<p><b>Suspend – Further Work Required</b></p>	<p><b>Red</b></p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, there is a genuine determining reason that could legitimise or justify the use of this policy.</p>	<p><b>Further (specialist) advice should be taken</b></p>	<p><b>Red Amber</b></p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negatively impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing the actions detailed within the <i>Impact analysis and action plan</i> section of this document.</p>	<p><b>Proceed pending agreement of mitigating action</b></p>	<p><b>Amber</b></p> 
<p>As a result of performing this analysis, the policy or activity does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.</p>	<p><b>Proceed</b></p>	<p><b>Green</b></p> 