

Equality Impact Assessment (EqIA)

Before completing this EqIA please ensure you have read the guidance on the intranet.

Initial Information

Name:	Vik Verma
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Members of the assessment team:	Kath Saunders, Sharon Muldoon (Transformation Lead), Vik Verma (Corporate Director, Education), Kim Saint (Project Manager)
Date assessment started:	12/10/21
Date of completion:	
Version Number:	0.2

Part 1: Background Information

Is this (please tick or expand the box to explain)

Existing	
Changing, updating or revision	
New or proposed	✓
Other	

Is this (please tick or expand the box to explain)

Internal (employees only)	
External (residents, communities, partners)	✓
Both of the above	

What is the name of your policy, strategy, project or service being assessed?

Dorset SEND Strategy – 2021- 24

What is the policy, strategy, project or service designed to do? (include the aims, purpose and intended outcomes of the policy)

The strategy sets out the vision for Special Educational Needs and Disabilities in Dorset. It identifies six priority areas for attention along with supporting actions and outcomes for the improvement of services to our SEND children and families.

What is the background or context to the proposal?

Dorset has an existing SEND strategy (2018/2021) which expires at the end of this calendar year. This is a revised strategy which takes into

consideration the progress made over the last 3 years and sets out new strategic priorities for Dorset.

Part 2: Gathering information

What sources of data, information, evidence and research was used to inform you about the people your proposal will have an impact on?

- Review of progress against the original SEND strategy utilising established SEND performance datasets within the Council and national Department for Education measures on SEND outcomes.
- Review of other Local Authority SEND Strategies – as a check and balance measure.
- Finance data – historical spend in previous years and projected spend via the Medium Term Financial Plan
- Dorset Council's SEND Performance Data
- School Attainment data
- Benchmarking against other similar Local Authorities
- Local SEND Sufficiency Projections -Commissioning and Finance data
- Dorset SEND Parent Carer Survey 2021
- Consultation and engagement with Dorset Clinical Commissioning Group.
- Consultation with stakeholders through Dorset Parents and Carer Council.

What did this data, information, evidence and research tell you?

The analysis of the data collected supported both the identification and agreement from the partnership (Dorset Clinical Commissioning Group and Dorset Parent Carer Council) to the vision and the six strategic priorities for SEND in Dorset. These priorities are:

- 1. Early Identification and Support**
- 2. Inclusion**
- 3. SEND Pathway**
- 4. SEND Sufficiency and Provision**
- 5. Transformation and Preparation for Adulthood**
- 6. Managing Money and Resources.**

The SEND Strategy has been developed in order to improve outcomes for children and young people and achieve financial sustainability. The strategy proposes to achieve the shift in focus of support for children and young people with special educational needs and disability to an earlier intervention and support stage and reduce our reliance on high cost placements in the non-maintained and independent sector.

Is further information needed to help inform this proposal?

n/a

Part 3: Engagement and Consultation

What engagement or consultation has taken place as part of this proposal?

We have worked to coproduce this strategy with Dorset Parent Carer Council and Dorset Clinical Commissioning Group in updating and refreshing the SEND Strategy.

How will the outcome of consultation be fed back to those who you consulted with?

**Dorset Parent Council has been involved in the process and has contributed towards the Strategy.
The SEND Strategy will be available through the Local Offer pages and feedback will be used to inform onward developments through co-production with all SEND children, young people, parents and carers. Any subsequent changes to Services arising from the delivery of this strategy will be subject to further EQIA processes.**

Please refer to the Equality Impact Assessment Guidance before completing this section.

Not every proposal will require an EqIA. If you decide that your proposal does **not** require an EqIA, it is important to show that you have given this adequate consideration. The data and research that you have used to inform you about the people who will be affected by the policy should enable you to make this decision and whether you need to continue with the EqIA.

Please tick the appropriate option:

An EqIA is required (please continue to Part 4 of this document)	<input checked="" type="checkbox"/>
An EqIA is not required (please complete the box below)	<input type="checkbox"/>

This policy, strategy, project or service does not require an EqIA because:

Name:

Job Title:

Date:

Please send a copy of this document to [Diversity & Inclusion Officer](#)

Next Steps:

- The EqIA will be reviewed by Business Intelligence & Communications and if in agreement, your EqIA will be signed off.
- If not, we will get in touch to chat further about the EqIA, to get a better understanding.

Part 4: Analysing the impact

Who does the service, strategy, policy, project or change impact?

- If your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option. Please cut and paste the template accordingly.

For each protected characteristic please choose from the following options:

- Please note in some cases more than one impact may apply – in this case please state all relevant options and explain in the ‘Please provide details’ box.

Positive Impact	<ul style="list-style-type: none"> • the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.
Negative Impact	<ul style="list-style-type: none"> • Protected characteristic group(s) could be disadvantaged or discriminated against
Neutral Impact	<ul style="list-style-type: none"> • No change/ no assessed significant impact of protected characteristic groups
Unclear	<ul style="list-style-type: none"> • Not enough data/evidence has been collected to make an informed decision.

Age:	<i>Positive Impact</i>
What age bracket does this affect?	All ages
Please provide details:	<p>Maternity services through Early Years, Statutory school age to school leavers, community services & adult services.</p> <ul style="list-style-type: none"> • Early identification and support implemented across all ages giving early access to support and intervention. • Improved transition for young people and support for them in preparing for adulthood. • Increase in post – 16 and post – 19 pathways as pathways are improved. • Increasing 6 employment focussed pathways through increasing our adult learning and employment provision.

Disability: (including physical, mental, sensory and progressive conditions)	<i>Positive Impact</i>
Does this affect a specific disability group?	Commission & provide a range of universal & specialist services for a range of disabilities.
Please provide details:	Commissioning & delivery of high quality & value for money specialist services that support disability requirements delivered locally where possible.

	<p>Early identification and support removes lengthy statutory assessment process before the delivery of more timely and appropriate services.</p> <p>Establishing a commitment to Inclusion and support for our SEND children and young people reduces exclusions from settings.</p> <p>The Graduated Approach requires partners and educational settings to deliver more services and outcomes in pre-statutory phase. Provision closer to home and market management means that improved local school provision will reduce travel distances and time for children and young people.</p>
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Gender Reassignment & Gender Identity:	Positive Impact
Please provide details:	Our person centred approach means that SEND services will support individual plans.

Pregnancy and maternity:	<i>Neutral Impact</i>
Please provide details:	It is not expected that this characteristic will be positively or negatively affected by this strategy.

Race and Ethnicity:	<i>Neutral Impact</i>
Please provide details:	It is not expected that this characteristic will be positively or negatively affected by this strategy.

Religion or belief:	Neutral Impact
Please provide details:	It is not expected that this characteristic will be positively or negatively affected by this strategy.

Sexual orientation:	<i>Positive Impact</i>
Please provide details:	Commissioning & delivery of high quality & value for money specialist services that support requirements delivered locally.

Sex (consider both men and women):	Neutral Impact
Please provide details:	It is not expected that this characteristic will be positively or negatively affected by this strategy.

Marriage or civil partnership:	Neutral Impact
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Please provide details:	It is not expected that this characteristic will be positively or negatively affected by this strategy.
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Carers:	<i>Positive Impact</i>
Please provide details:	Commissioning & delivery of high quality & value for money specialist services that support requirements delivered locally where possible.

Rural isolation:	Neutral Impact
Please provide details:	It is not expected that this characteristic will be positively or negatively affected by this strategy.

Single parent families:	Neutral Impact
Please provide details:	It is not expected that this characteristic will be positively or negatively affected by this strategy.

Social & economic deprivation:	Positive Impact
Please provide details:	Specialist support for Care Leavers & vulnerable young people transitioning into adulthood will be improved through an increased focus on employment, education and training.

Armed Forces communities	Neutral Impact
Please provide details:	It is not expected that this characteristic will be positively or negatively affected by this strategy.

Part 5: Action Plan

Provide actions for **positive**, **negative** and **unclear** impacts.

If you have identified any **negative** or **unclear** impacts, describe what adjustments will be made to remove or reduce the impacts, or if this is not possible provide justification for continuing with the proposal.

Issue	Action to be taken	Person(s) responsible	Date to be completed by
1.	Following sign off to discuss the SEND Strategy to the Best Education for All Sub Group and agree the partnership performance data set needed to measure progress against the strategy.	Vik Verma	December 2021

EqIA Sign Off

Officer completing this EqIA:	Vik Verma	Date:	12/10/21
Equality Lead:	Becky Forrester	Date:	21/10/21
Equality & Diversity Action Group Chair:		Date:	

Next Steps:

- Please send this draft EqIA to: [Diversity & inclusion Officer](#)
- The report author will be invited to an Equality & Diversity Action Group (these are held monthly - dates are available on the intranet)
- The Equality & Diversity Action Group will review the EqIA and you may be asked to make some alterations

- EqIAs are signed off and published
- The report author is responsible for ensuring any actions in the action plan are implemented.