

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Birmingham's Strategy For SEND And Inclusion
Directorate	People
Service Area	Children - Education & Skills
Type	New/Proposed Policy
EA Summary	Looking at the impact on children and families with SEND
Reference Number	EA002086
Task Group Manager	jill.crosbie@birmingham.gov.uk
Task Group Member	
Date Approved	2017-11-28 00:00:00 +0000
Senior Officer	colin.diamond@birmingham.gov.uk
Quality Control Officer	jill.crosbie@birmingham.gov.uk

Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

This draft strategy is to guide all work pertaining to special needs and provide a direction of travel for all new developments. It has been subject to a formal consultation process and has been returned to the Inclusion Commission in September 2017 for sign off prior to cabinet approval.

Following consultation we have strong commitment to a shared vision and priorities for action.

VISION

Every child and young person aged 0-25 with a special educational need and/or disability (SEND) in Birmingham will have the opportunity to be happy, healthy and achieve their fullest potential, enabling them to participate in, and contribute to all aspects of life.

MISSION

To implement an efficient and inclusive system where practitioners work with families, children and young people aged 0-25, to develop trust and confidence in order to build genuine and good quality partnerships. This will be achieved by practitioners from all sectors working together collaboratively to deliver the most appropriate local provision and support.

OBJECTIVES

- . Develop use of joint commissioning to ensure resources are used fairly and effectively to provide maximum impact on outcomes.
- . We will provide services that ensure the needs of children and young people who have special educational needs and disabilities and their families are at the heart of all that we do. We aim to offer this as locally as possible.
- . All Birmingham mainstream provision will be welcoming, accessible and inclusive, adhering to the SEND Code of Practice, so that they can meet the needs of most children and young people, aged 0-25 who have special educational needs and/or disabilities.
- . We will develop flexible pathways to enable children and young people to access the right provision and services to meet their individual needs different stages. This will deliver the best possible outcomes, including education, employment and training, as young people move into adulthood.

PRIORITIES FOR ACTION

1. Develop a framework of SEND assessment and planning from 0-25 years to enable professionals and partners to meet the full range of individual need and raise achievement
2. Ensure there is a sufficient and appropriate range of quality provision to meet the needs of children and young people with SEND aged 0-25 years and improve outcomes from early years to adulthood
3. Develop a unified resource allocation system to distribute the range of SEND funding across all schools and settings in order to make the most effective use of available resources and maximise the impact on outcomes for young people

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	Yes
Health: Helping People Become More Physically Active And Well	Yes
Housing : To Meet The Needs Of All Current And Future Citizens	No
Jobs And Skills: For An Enterprising, Innovative And Green City	No

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Relevant	No
Gender	Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

2.4 Analysis on Initial Assessment

Age

We are considering all young people between 0-25 as laid down in SEND legislation. We will need to consider whether their needs are adequately met and sufficient funding is allocated at all ages .Young people who require support post 16 and post 18 provision are affected by the move to adult services in Health and Social Care and their rights under their EHCP will need to be protected as they make this transition.

Disability

We will be looking at all types of special needs and disabilities. We will be planning to provide appropriate provision across the city for all types of needs. We will be working with the mainstream sector to ensure schools and settings are as accessible as possible. Early years settings run by the private and voluntary sector will be commissioned on the basis of their provision for disability. Post 16 providers will be expected to make the reasonable adjustments to meet need.

Gender

We will be considering the evidence that special needs are more prevalent in boys than girls. We will consider the high incidence amongst boys of Autism and SEMH. The impact of this on both boys and girls must be considered eg creating a peer group for girls in SEMH provision.

The implementation of the new strategy should have an overall positive impact on children and young people with special needs and disabilities. We aim to provide more appropriate places close to students homes and deliver more services through their local mainstream school - enabling them to be part of their community and participate more easily. We aim to develop full provision for Early years and post 16 so that the statutory requirement to deliver from 0-25 can be met.

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Concluding Statement on Full Assessment

Following consultation it is concluded that a full assessment is not required since no negative impact was identified for any of the protected characteristic groups. In fact it was concluded that the implementation of this strategy would benefit certain groups and offer better protection for disabled young people. The consultation did identify a perception by some respondents that the rights of children and families to gain an EHCP were to be curtailed and they would therefore have their rights infringed. This perception is incorrect and the Local Authority will continue to deliver on their statutory duty to respond to requests for assessment. Further the strategy aims to build trust and confidence in the system and introduce a system of SEN support plans which will enable needs to be met more effectively.

Some changes were made to the strategy in response to the consultation. Certain aspects were strengthened eg 'all mainstream schools will be inclusive' - rather than 'aim to be inclusive'. The changes made will protect the rights of children and young people with SEND and help to ensure that all schools and providers adhere to the SEND Code of Practice.

As work progresses under the implementation plan there will be a need to conduct further consultation and equality analysis as necessary.

4 Review Date

05/09/17

5 Action Plan

There are no relevant issues, so no action plans are currently required.