

Equality Impact Assessment Form

[screentip-sectionA](#)

Document Control

Control Details:

Title:	Proposal for targeted funding above notional Special Educational Needs (SEN) budgets for primary schools
If this is a budget EIA please ensure the title is the same as the title used within the budget booklet	
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Service Area:	Education
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Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget) If yes, please include the reference number	N
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	N

Document Amendment Record:

Version	Author	Date	Approved
1.0	Kathryn Stevenson	16.06.21	

Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Rosey Donovan	Equality and Employability Consultant	21/06/2021

Glossary of Terms

Term	Description
SEND	Special Educational Needs & Disability
High Level Needs (HLN) pupils	Pupils with SEND with additional support needs costing in excess of £6000 per annum who qualify for high needs top-up funding to meet costs above this threshold.
Ever 6 FSM pupils	Pupils who have ever been eligible for Free School Meals (FSM) in the last 6 years.
Low Prior Attainment pupils	Under the national school funding formula, pupils funded for low prior attainment are those who did not meet the expected level at the end of their foundation stage.

screeintip-sectionB

Summary

(Please provide a brief description of proposal / policy / service being assessed)

This proposal is to introduce a budget for providing targeted funding from the Council’s high needs budget for schools with relatively large numbers of pupils with high level SEND.

Under national arrangements, schools are required to fund the first £6000 in costs of additional needs for pupils with

high level SEND from their notional SEN budget, which forms a part of their overall delegated budget. However, local authorities can provide additional funding outside the main funding formula for mainstream schools and academies on a consistent and fair basis where the number of their pupils with SEND and/or high needs cannot be reflected adequately in the funding they receive through the local funding formula. This proposal sets out the LA's criteria for allocating funding in accordance with this guidance.

[screentip-sectionC](#)

Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

Under our proposed approach, we identify schools with disproportionate numbers of High Level Needs (HLN) pupils compared to the size of their Ever 6 FSM and Low Prior Attainment cohorts that are generating their funding for additional needs. To do this, we calculate how many High Level Needs (HLN) pupils the school would have if they were in line with the overall City proportions relative to these cohorts and compare this to their actual number of HLN pupils.

We have analysed the profile of schools qualifying for funding under this proposal. This shows schools benefiting are;

1. Schools with significantly higher proportions of HLN pupils as a % of their school population than the City average,
2. Schools that may have a proportion of HLN pupils in their school population in line with the City average, but with significantly below average numbers of Ever 6FSM and low prior attainment pupils.

A consultation was held with all primary schools about these proposals between 20th May and 15th June 2021. A summary of the consultation results is included in the report to the 29 June 2021 Schools Forum meeting associated with this proposal.

Impacts and Actions:

<u>screentip-sectionD</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	x	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	x	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults). <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>	<input type="checkbox"/>	<input type="checkbox"/>

<p style="text-align: right;"><u>screeentip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screeentip-sectionF</u></p> <p>Details of actions to mitigate, remove or justify negative impact or increase positive impact (or why action isn't possible)</p>
<p>The targeted funding proposal would benefit around 20% of primary schools. This includes 9 of the 10 primary schools with the highest proportions of HLN pupils in the City. These schools, with numbers of HLN pupils not adequately reflected in their formula funding, face financial pressure from meeting the first £6000 in support costs for each HLN pupil. This impacts on the amount of their notional SEN budget remaining to support the additional needs of pupils with lower level SEN who do not qualify for top-up funding. This proposal should help address this meaning that schools are better resourced to meet the needs of all their pupils with SEND. This proposal should help support our mainstream primary schools to be inclusive of pupils with high level SEND.</p>	<p>Not required.</p> <p>This proposal could particularly benefit disabled people or carers and younger people.</p>

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Arrangements for future monitoring of equality impact of this proposal / policy / service:

Not required

9. Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

10. Approved by (manager signature) and Date sent to equality team for publishing:

Approving Manager: Janine Walker, Head of SEND and Vulnerable Pupils Janine.walker@nottinghamcity.gov.uk 0115 8764698	Date sent for advice: 16/06/21
Approving Manager Signature:	Date of final approval: 21/06/21

Before you send your EIA to the Equality and Employability Team for advice, have you:
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1. Read the guidance and good practice EIA's
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.