

## Equality Impact Assessment Form

[screentip-sectionA](#)

### 1. Document Control

**Control Details:**

Title:	SEND Sufficiency Strategy
<b>If this is a budget EIA please ensure the title is the same as the title used within the budget booklet</b>	
Author:	Lucy Juby
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Department:	People
Service Area:	Education – SEND and Vulnerable Pupils
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Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget)	N
<b>If yes, please include the reference number</b>	
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

### 2. Document Amendment Record:

Version	Author	Date	Approved
1	Lucy Juby – Pupil Place Planning Manager	17/07/23	

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

Name	Position	Date
Rosey Donovan	Equality and Employability Consultant	21/08/2023

**4. Glossary of Terms**

Term	Description
SEND	Special Educational Needs and Disabilities
CYP	Children and Young People
EHCP	Education Health and Care Plan
DFE	Department for Education
NCC	Nottingham City Council
SCAPE	Systems, Components, Architectural Products and Environments, which is a Procurement Framework to appoint designers and contractors.
EIA	Equality Impact Assessment
LA	Local Authority

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**5. Summary**

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

Approval is sought from Executive Board to endorse the SEND Sufficiency Strategy 2023-28, in relation to the policy, principles and proposals for investing High Needs Capital received from the Department for Education (DfE), to increase and improve specialist SEND provision for children and young people (CYP) with complex needs or who have an education, health and care plan (EHCP).

Consultation on the draft strategy was undertaken with parents, carers, young people schools and settings, between 25<sup>th</sup> January 2023 and the 28<sup>th</sup> February 2023. The consultation proposal outlined key priorities and broadly proposed schemes, to increase the number of high quality inclusive places and improve existing provision, to support schools to be inclusive and to meet growing demand. Initial expressions of interest were also invited.

The findings of the consultation showed that there was a high level of support for the priorities and proposed schemes set out in the draft strategy. Respondents generally felt that the proposed schemes presented in the consultation document to achieve the priorities were the right ones, while commenting that how they are implemented is key. Overall 81% of the consultees strongly agreed or agreed with the proposals.

The investment will support the delivery of the Council's statutory responsibility to provide sufficient suitable school places for all Nottingham City pupils and in this case, specifically for children with the most complex needs. It will develop a range of specialist resourced provisions in mainstream schools and additional special school capacity and will target increased provision in key areas where pressures exist.

## [screentip-sectionC](#)

### **6. Information used to analyse the effects on equality:**

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

#### **Consultation methodology, participation and response:**

- A questionnaire was made available on the Council's Website through the on-line Consultation System. Details were promoted through various channels, targeting parents/carers, young people, schools, governors, local providers, specialist staff and other stakeholders.
- Consultees were also provided with the option to email comments directly.
- We offered paper copies, Large Print or Braille of the proposal information or survey, or help with translation, if required.

There was a total of 124 responses.

### **Demographics analysis for responses received**

- 75% Female, 20% Male, 5% Non-binary or not specified
- 5% Consider themselves to be disabled
- 75% White British, 7% White - other, 6% Asian, 2% White Irish, 2% Mixed, 1% Black, 7% not specified
- 83% Heterosexual, 3% Bisexual, 2% Gay, 12% not specified
- 43% No Religion, 34% Christian, 17% Prefer not to say, 4% Muslim, 1% Hindu, 1% Jewish

Despite efforts to access and engage with all stakeholders, including children and young people directly via the Parent & Carer Forum, we are aware that this analysis does not provide a wide demographic representation of those who responded. This will be considered for any future consultations and consideration given to how we can increase engagement from under-represented groups.

The strategy outlines the current SEND context in Nottingham City, to provide a greater understanding of need. In line with these priorities and requirements evidenced by the data, we have identified a number of possible schemes for how we may invest the funding, which will create a combination of additional special school provision and Specialist Resourced Units within mainstream schools. It will prioritise increased provision in key areas where pressures are greatest.

81% of respondents agreed with the plan to increase and enhance facilities in mainstream schools to ensure that young people with SEND have the best environment and resources to meet their needs, close to home within their local community. Also respondents agreed with our aim to build on the special school expansions for those with the most complex needs.

If the report is approved then contractors will be procured using either the Scape Regional Framework, which is a direct award process although it is a competitive tender to get on the framework or directly by the academies. All of these are compliant routes for procuring works. Contractors on the SCAPE framework have key performance indicators in place to ensure they monitor local spend and involve small to medium enterprises where possible. The information is monitored by SCAPE and reviewed by the City Council Procurement team. If any equality impacts arise during the monitoring, this EIA will be reviewed and updated to highlight the impacts and any mitigation required.

## 7. Impacts and Actions:

<u>screeentip-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.	<input checked="" type="checkbox"/>	<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	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>		

<p style="text-align: right;"><a href="#"><u>screeintip-sectionE</u></a></p> <p><b>How different groups could be affected</b> (Summary of impacts)</p>	<p style="text-align: right;"><a href="#"><u>screeintip-sectionF</u></a></p> <p><b>Details of actions to mitigate, remove or justify negative impact or increase positive impact</b> (or why action isn't possible)</p>
<p><b>Provide details for impacts / benefits on people in different protected groups.</b></p> <p><b>Note: the level of detail should be proportionate to the potential impact of the proposal / policy / service. Continue on separate sheet if needed (click and type to delete this note)</b></p> <p>The SEND Sufficiency / Capital Strategy will increase high quality and inclusive provision, improve existing provision and support all schools and settings to be inclusive for the growing number of young people with complex needs.</p> <ul style="list-style-type: none"> <li>• It aims to enable children and young people with SEND to access high quality education in their local area, close to their home and community, whilst providing best value for any investment.</li> <li>• It will target increased provision in key areas where pressures exist.</li> <li>• We will work closely with providers to ensure children and young people can have their needs met in their local inclusive mainstream school, where this is appropriate. For children with the most complex needs the LA aims to develop a range of specialist resourced provisions in mainstream schools and additional special school capacity within its local area.</li> </ul>	<p>The schemes within the programme will be assessed for any impact on equality from inception through to completion and benefit realisation. This will be measured by liaising with the relevant contractors and schools to ensure there have been no adverse impacts on any particular group. This EIA will remain a live document and Major Projects will keep the EIA updated of any impacts and inform colleagues in the Education Department and the Equalities and Employability service area.</p>

Alongside the Capital Strategy, a “local inclusion plan” in line with the SEND Green Paper expectations will be developed, clearly communicating to providers and parents/carers about the provision that is available in the local area, including units within mainstream, specialist and alternative provision.

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

On implementation of the strategy, once individual schemes are completed we will ask schools to complete an end user feedback form on how we have performed and how the works were managed on site. As part of the benefit realisation stage of the project we will carry out post-occupancy reviews. These will be undertaken to ensure that the projects have met the needs of the individual schools.

**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:**

<p><b>Approving Manager:</b> The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel &amp; email to allow citizen/stakeholder feedback on proposals.</p>	<p><b>Date sent for advice: 17/8/2023</b> Send document or Link to: <a href="mailto:equalities@nottinghamcity.gov.uk">equalities@nottinghamcity.gov.uk</a></p>
<p><b>Approving Manager Signature:</b></p>	<p><b>Date of final approval:</b></p>

**J Walker**

**23/8/23**

**Before you send your EIA to the Equality and Employability Team for advice, have you:**

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.**