

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM: Access to Speech & Language Therapy Services **Name of Author:** Katherine Crossley
Department: Access & Learning **Director:** Nick Lee
Service Area: Early Years Team **Strategic Budget EIA** Y/N (please underline)
Author (assigned to Covalent):

Brief description of proposal / policy / service being assessed:

The Early Years Team administer the Inclusion Support Grant (ISG) to Ofsted registered early years childcare providers in the City to support the inclusion of funded 2, 3 and 4 year old children with complex and significant additional needs in childcare settings. An average of 80% of applications over the last 12 months has involved children requiring the services of Speech & Language Therapists (SALT). The Department for Education has allocated £26,515 in 2015-16 to support with interventions determined by local needs to support funded 2, 3 and 4 year old places. A DDM is in the process of being submitted to gain approval to allocate this funding to commission targeted SALT support during 2015-16 to support childcare practitioner training and a direct line of support to SALT for identified childcare providers with the aim of decreasing the number of SALT related ISG applications, ensuring children reach speech and language age related milestones and ensuring a positive contribution is made to uplifting the areas of learning and development, specifically communication and language. This proposal supports the public sector equality duty to promote equality of opportunity and is being completed to support the DDM as the DDM requires a financial decision, other than a routine payment, to be made.

Information used to analyse the effects on equality:

Data on the number of children requiring SALT and ISG support at the time of this application have been recorded and will be monitored in future with an expected decrease in SALT related requests at this programme of work, once practitioners have received some specific training to support in this high level need area and have also had access to SALT services as a direct line of support.

	Could particularly benefit X	May adversely impact X	How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>	The main group to benefit from this proposal are children in the city with significant or complex additional needs. Through developing a comprehensive free training package and direct line of support with SALT services for childcare practitioners, these children will be well supported to achieve speech and language age related milestones and be in provision where SALT and childcare services work cohesively to support these children, building up the staff confidence and skill set to ensure these most vulnerable children receive the best care.	To ensure these expected impacts are as positive as possible we will: *Ensure appropriate commissioning arrangements with SALT services *Target childcare settings which display high levels of SALT related ISG applications *Ensure training is appropriate to achieve the desired outcomes *Establish an exit strategy for this time limited funding to ensure the benefits and impacts expected are able to be replicated in future working methods
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).
Please underline the group(s) /issue more adversely affected or which benefits.

Outcome(s) of equality impact assessment:

- No major change needed X
- Adjust the policy/proposal
- Adverse impact but continue
- Stop and remove the policy/proposal

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

*Measure outcomes over the 12 month period to ensure the desired outcomes are achieved

Approved by (manager signature):

K. Bouchlaghem

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15th June 2015

Send document or link to:
equalityanddiversityteam@nottinghamcity.gov.uk

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
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.