

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM:

Department: Inclusion & Disability

Service Area: Behaviour Support Team

Author (assigned to Covalent): K Butler

Name of Author: Kimberly Butler

Director: Pat & Sarah Fielding

Strategic Budget EIA Y/N (please underline)

Brief description of proposal / policy / service being assessed:

The purpose of this report is to provide an update on the Behaviour Support Team budget position and gain approvals required to progress the 2017-18 budget development.

Information used to analyse the effects on equality:

With no funding the team will cease to be viable in its current format.

The projected number of pupils who would be affected would be approximately 555 based on last year's casework figures.

	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"/>	<ul style="list-style-type: none"> • CYP (children & young people) with SEN (special educational needs) where the SEN constitutes a disability • CYP with SEMH (social, emotional & mental health) where their difficulties are defined as a disability: <i>'a physical or mental impairment that has a 'substantial' or 'long term' negative effect on your ability to do normal daily activities'</i> Equality Act 2010 <p>IMPACT: The de-delegated funding supports the above CYP to equal access to mainstream schooling to mitigate against their disability being a barrier. The impact will be:</p> <ul style="list-style-type: none"> • A reduction in the services offered in school by BST 	<ul style="list-style-type: none"> • To reduce the negative impact of non-allocation funding, relocate current team members to alternative teams.
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 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 type="checkbox"/>	<input checked="" type="checkbox"/>		
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>		
<p><i>Please underline the group(s) /issue more adversely affected</i></p>				

<i>or which benefits.</i>			teachers for these CYP <ul style="list-style-type: none"> • Risk of fixed term and permanent exclusions increasing • Increased health and safety risks • Risk of indirect discrimination against these CYP. 	
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Outcome(s) of equality impact assessment:

•No major change needed •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:
 Note when assessment will be reviewed (e.g. Review assessment in 6 months or annual review); Note any equality monitoring indicators to be used; consider existing monitoring/reporting that equalities information could form part of.

<p>Approved by (manager signature): The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.</p>	<p>Date sent to equality team for publishing: Send document or link to: equalityanddiversityteam@nottinghamcity.gov.uk</p>
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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.