

## Equality Impact Assessment Form (Page 1 of 2)

**Title of EIA/ DDM: De-delegation of funding for the Behaviour Support Team**

**Name of Author: Kimberly Butler**

**Department: Access and Inclusion**

**Director: Nic Lee**

**Service Area: Behaviour Support Team**

**Strategic Budget EIA Y/N (please underline)**

**Author (assigned to Covalent): K Butler**

**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 2018-19 budget development

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

**Information used to analyse the effects on equality:**

The national perspective regarding pupils who are struggling at school and at risk of under achieving and/or being excluded is reflected in the local Nottingham City population. The groups at particular risk are white British boys, BME males plus children and young people with social, emotional and mental health difficulties.

The projected number of pupils who would be affected would be approximately 600 based on last year's case work figures

	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>	<b>How different groups could be affected (Summary of impacts)</b>	<b>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</b>
People from different ethnic groups.	<input type="checkbox"/>	x <input type="checkbox"/>	Provide details for impacts / benefits on people in different protected groups.  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)  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: 'a physical or	<ul style="list-style-type: none"> <li>To reduce the negative impact of non-allocation funding, relocate current team members to alternative teams</li> </ul>
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"/>	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	<input type="checkbox"/>	x <input type="checkbox"/>		
Other (e.g. marriage/ civil	<input type="checkbox"/>	<input type="checkbox"/>		

partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).

***Please underline the group(s) /issue more adversely affected or which benefits.***

mental impairment that has a 'substantial' or 'long term' negative effect on your ability to do normal daily activities' Equality Act 2010

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:

- \* A reduction in the services offered in school by the Behaviour Support Team teachers for these pupils
- \* Risk of fixed term and permanent exclusions increasing
- \* Increased health and safety risks
- \* Risk of indirect discrimination against these pupils.

**Outcome(s) of equality impact assessment:**

•No major change needed  •Adjust the policy/proposal  •Adverse impact but continue X

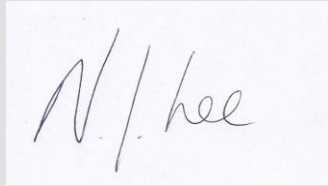
•Stop and remove the policy/proposal

**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.

**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.



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**Equality Impact Assessments must be attached to the DDM for publication.**

**Date sent to equality team for publishing:**

**12.10.17**

Send document or link to:  
[equalityanddiversityteam@nottinghamcity.gov.uk](mailto: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.



