

## Appendix 1

### RMBC - Equality Analysis Form for Commissioning, Decommissioning, Decision making, Projects, Policies, Services, Strategies or Functions (CDDPPSSF)

<p><b>Under the Equality Act 2010 Protected characteristics</b> are age, disability, gender, gender identity, race, religion or belief, sexuality, civil partnerships and marriage, pregnancy and maternity. Page 6 of guidance. Other areas to note see guidance appendix 1</p>	
<p><b>Name of policy, service or function. If a policy, list any associated policies:</b></p>	<p>Proposal to increase SEND provision sufficiency in the Borough</p>
<p><b>Name of service and Directorate</b></p>	<p>Education and Skills (CYPS)</p>
<p><b>Lead manager</b></p>	<p>Jenny Lingrell / Pepe Dilasio</p>
<p><b>Date of Equality Analysis (EA)</b></p>	<p>30.11.17 / 7.1.19 (revised)</p>
<p><b>Names of those involved in the EA (Should include at least two other people)</b></p>	<p>Dean Fenton Paula Williams (initial assessment only) Jo Smith Rob Holsey Steve Harrison</p>
<p><b>Aim/Scope</b> (who the Policy /Service affects and intended outcomes if known) See page 7 of guidance step 1</p> <p>Proposals to increase SEND sufficiency in Borough by 125 places to reduce the number of out of authority placements and to address the rising demand for places through demographic growth.</p>	
<p><b>What equality information is available? Include any engagement undertaken and identify any information gaps you are aware of. What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?</b></p> <p>Consultation has sought the views of all stakeholders including parents and carers, elected Ward, Parish and Parliamentary members, all schools and governing bodies, staff and union representatives, neighbouring local authorities, children and young people, specialists in SEND and employees .</p>	
<p><b>Engagement undertaken with customers. (date and group(s) consulted and key findings)</b> See page 7 of guidance step 3</p>	<p>A full consultation has been undertaken with all relevant stakeholders and the summary outcome was presented to Cabinet in February 2018 and published on the local offer website. Cabinet approved the investment of £1.3m in total to create 50 new SEND places between 2018 and 2021 (the timeline is linked to the SEND grant – payable over 3 years from DfE) A period of consultation will take place during 2019 in relation to the refreshed SEND/SEMH place need and investment of a further £1.3m capital to create additional capacity.</p>
<p><b>Engagement undertaken with staff about the implications on service users (date and</b></p>	<p>Consultation has included seeking the views of staff.</p>

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<p><b>group(s) consulted and key findings)</b> See page 7 of guidance step 3</p>	
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**The Analysis**

**How do you think the Policy/Service meets the needs of different communities and groups?** Protected characteristics of age, disability, gender, gender identity, race, religion or belief, sexuality, Civil Partnerships and Marriage, Pregnancy and Maternity. Rotherham also includes Carers as a specific group. Other areas to note are Financial Inclusion, Fuel Poverty, and other social economic factors. This list is not exhaustive - see guidance appendix 1 **and** page 8 of guidance step 4

The number of pupils being placed out of authority and the rising number of new SEND cases requiring specialist provision has put significant pressure on existing provision. The proposal to create 50 new SEND places is intended to ease current pressure on provision, create more options for parents locally, reduce transport costs, enable children to be educated closer to home.

The securing of an additional £1.3m capital and revision of SEND/SEMH demand for places analysis has led to the commencement of a further piece of work to consult widely during 2019 in relation to type of Additional capacity required, invite expressions of interest from schools and settings in relation to proposals to meet need and inform investment of capital.

**Analysis of the actual or likely effect of the Policy or Service:**

See page 8 of guidance step 4 and 5

**Does your Policy/Service present any problems or barriers to communities or Group?** Identify by protected characteristics **Does the Service/Policy provide any improvements/remove barriers?** Identify by protected characteristics **NO**

The proposal is designed to create more places, increase choice, mirror good practice from existing provision, offer more varied provision, reduce travel and placement costs and increase parental satisfaction.

There will be more places funded by the High Needs Budget as a result of this development. As Rotherham schools are relatively well funded, this will not have an adverse effect on their ability to provide a suitable education for the majority of their pupils.

**What affect will the Policy/Service have on community relations?** Identify by protected characteristics

The proposal to create additional places in borough has been consulted on with local stakeholders who have and continue to be involved with the process and parents forum and the relationships with the LA and providers has been regarded as a national model of good practice.

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Please list any **actions and targets** by Protected Characteristic that need to be taken as a consequence of this assessment and ensure that they are added into your service plan.

Consultation on the proposals

Identification of funding streams

Identification of premises / providers / infrastructure needs

Report to Cabinet

Implementation of projects

**Website Key Findings Summary:** To meet legislative requirements a summary of the Equality Analysis needs to be completed and published.

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#### Equality Analysis Action Plan - See page 9 of guidance step 6 and 7

#### Time Period October 2017 to December 2018 / January 2019 to December 2021

Manager Dean Fenton / Mary Jarrett

Service Areas: Education and Inclusion

Tel: 01709 382121

#### Title of Equality Analysis:

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic.

List all the Actions and Equality Targets identified

Action/Target	State Protected Characteristics (A,D,RE,RoB,G,GI O, SO, PM,CPM, C or All)*	Target date (MM/YY)
Seek approval to commence consultation	A, D,	October 2017
Consultation period	"	December 2017
Seek approval from Cabinet	"	February 2018.
Publish details on Local Offer website		March 2018
Submit required information to DfE by statutory return		March 2018
Commence implementation programme and capital projects		April 2018
Form task and finish group		January 2019

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<b>Establish sufficiency and needs analysis</b>		<b>April 2019</b>
<b>Report to Cabinet seeking approval to consult on sufficiency and place need</b>		<b>June 2019</b>
<b>Consult on sufficiency and needs analysis and seek proposals for provision</b>		<b>June /July 2019</b>
<b>Report to Cabinet detailing the outcome of consultation and seeking approval of proposals to add to capacity</b>		<b>2019</b>
<b>Name Of Director who approved Plan</b>	<b>Dean Fenton (Acting Strategic Lead for Education</b>	<b>Date 30.11.17</b>

\*A = Age, C= Carers D= Disability, G = Gender, GI Gender Identity, O= other groups, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage.

**Website Summary – Please complete for publishing on our website and append to any reports to Elected Members, SLT or Directorate Management Teams**

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<b>Completed equality analysis</b>	<b>Key findings</b>	<b>Future actions</b>
<p><b>Directorate:</b> CYPs</p> <p><b>Function, policy or proposal name:</b> Proposals to increase SEND capacity</p> <p><b>Function or policy status:</b> Consulting on proposals to add new, or changing of or adding to existing provision</p> <p>Name of lead officer completing the assessment:  Dean Fenton</p> <p>Date of assessment: 30.11.2017 / 4.1.2019</p>	<p>Proposal to increase SEND provision.</p> <p>Stakeholder feedback.</p> <p>Capital highlighted and aligned to projects.</p>	<p>Post approval DLT oversight and governance of implementation.</p>