

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: SEND Strategy 2024-2028	
Date of Equality Analysis (EA): 23/04/2024	
Directorate: CYPS	Service area: SEND
Lead Manager:	Contact number:
Is this a: <input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Helen Sweaton	RMBC	Assistant Director
Cary-Anne Sykes	RMBC	Head of Service
Julien Kramer	RMBC	Interim Assistant Director

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The SEND Service is an essential component of Rotherham Metropolitan Borough Council's (RMBC) delivery model for Children's Services.

The strategy will apply to all children and young people with SEND aged 0 to 25 who have an Education, Health and Care Plan or receive SEND Support. It is set within the challenging context outlined in the Department for Education's (DfE) SEND Green Paper: Right Support; Right Place; Right Time, published in March 2022 following a national SEND Review.

What equality information is available? (Include any engagement undertaken)

Quality information is already captured and used to shape priorities and deliver existing services across the Local Authority, health and education sectors.

Equality information is available through the following sources:

- Performance Practice and Learning
- CYPS performance reporting – Scorecards and Dashboards (Insight)
- Audit and QA activity
- Section 11
- DfE reporting
- Department for Health & Social Care
- Ofsted

A work plan will sit alongside the strategy with includes the capturing of data, including diversity and equality, and feedback form different children and groups which will continue to be used to monitor, scrutinise and inform the plan. This work plan is owned and delivered on by the SEND Partnership Group, a multi-agency group offering cross partnership challenge and co working.

Rotherham is a large minster town in South Yorkshire, England which along with its nearby settlements form the Metropolitan Borough of Rotherham, with a population of 265,800 (ONS, 2021).

- The population of Rotherham is 265,800 (Census data, 2021)
- There are 125 schools in Rotherham.
- The percentage of children and young people who are eligible for free school meals is 11,621 — or 68% (Data as of July 2022)
- Rotherham ranks as the 35th most deprived upper tier local authority in England out of a total of 151 upper-tier local authorities (Index of multiple deprivation 2019 by LSOA)
- 20.4% of pupils in Rotherham (9,325) have identified SEND needs compared to 17.1% nationally (Spring School Census 2023)

11926 (as of 23/04/2024) Children and Young People with SEND in Rotherham

- **3367 have an open ECHP**
- **8560 receive SEN support**

Of the children open to the service 7572 are male or identify as male, and 4417 are female or identify as female

Ethnicity	Count
A1 - White British	9789
C2 - Pakistani	566
A3 - Any other White background	300
A5 - Gypsy / Roma	297
B2 – White and Black African	230
B3 - White and Asian	148
White and Black Caribbean	127
B1 - White and Black Caribbean	116
B4 - Any other mixed background	91
E4 - Information not yet obtained	87
C4 - Any other Asian background	78
E2 - Any other ethnic group	75
C1 - Indian	40
E3 - Refused	36
E1 - Chinese	25
D3 - Any other Black background	23
A2 - White Irish	16
Bangladeshi	6

Recruitment to staff roles considers the need for the workforce to reflect the communities in which they work.

Translation services are utilised as a range of bespoke provision is in place including specific targeted support groups for LGBT young people, BAME young people, Girls and young women, faith-based groups and provision, support for Ukraine and Afghanistan families and young people with autism.

Are there any gaps in the information that you are aware of?

No

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

A range of approaches will be used to ensure that children, young people and families play a key part in the evaluation of the strategy and that their individual needs and protected characteristics are considered.

Existing data and established methodology across the children's workforce will continue to be used to monitor impact on those groups with protected characteristics.

Service users have been involved with the development of the strategy and influence decision making and delivery as well as frontline staff, partner agencies.

- Continue engagement with the Parent Carer Forum
- Continue to ensure that consultation and engagement with the service users is embedded in all aspects of the Strategy and to engage with service users regarding their ECHP's.

<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p> <p><i>7TH December 2023. 5th February 2024, 20th February 2024 11th March 2024 15th April 2024</i></p>	<p>To inform the SEND Strategy a consultation and engagement activity through co-production workshops was undertaken. The core aim of this was to consult on the outcomes of this strategy to give children and young people the opportunity to feedback to make sure the outcomes are right for them.</p> <p>Leading on from this, a comprehensive and engagement activity will be undertaken. The development of the revised Strategy will involve collaborative working across Rotherham's key stakeholders.</p> <p>Following approval of the outcomes and key performance indicators the draft SEND Strategy will be completed with the support from the CDC. This will be followed by a 12-week consultation process.</p> <p>FINDINGS:</p> <p>Feedback from the young people we have engaged with (Guiding Voices and School Engagement), identifies this does not always happen and when it does, they do not always feel their thoughts and feelings are included in their aspirational outcomes.</p> <p>The co-production workshops and engagement with young people highlighted the need for the New Rotherham SEND Strategy to be written in a format that enables the children and young people to see how it will impact their lives. The outcome of the co-produced development is reflected in the language used to in the 7 outcome statements.</p> <p>FUTURE:</p> <p>Following approval of the outcomes and key performance indicators the draft SEND Strategy will be completed with the support from the CDC. This will be followed by a 12-week consultation process.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>Rotherham Strategy Development Workshop in Developing the SEND Outcomes Framework and SEND Strategy. <i>(7TH December 2023. 5th February 2024, 15th April 2024)</i></p>

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The SEND Service covers a wide range of need and includes working directly with different communities and groups. However, some need is universal and not unique to protected characteristics (e.g., parenting). Delivery of the proposed Strategy will support the service to take account of cultural differences and strengths, and the unique circumstances of some young people and families in Rotherham.

The impact of changes across the protected characteristics groups that SEND works with is detailed below and is most likely to be initially experienced in the form of less frequent interventions or different models of engagement.

Does your Policy/Service present any problems or barriers to communities or Groups?

The strategy proposes continuation of the delivery of a continuum of SEND support including a more targeted service for those in need of support, it is not envisaged that the service will present any barriers to communities and groups.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Children and young people of Rotherham will be provided with a clear engagement process. As such, access to several engagement forums, through their schools, Voluntary organisations, school, and the Guiding Voices group will give children the opportunity to feedback into the service so that service provision can be effectively tailored to their needs.

Children and young people have already provided valuable feedback on the outcomes and the key performance indicators so that they can be easily understood by children and their families.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The SEND Strategy 2024-2028 will ensure that the service continues to work with the specific specified groups identified through the Protected Characteristics and does not differentiate between different groups.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

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 - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: SEND Strategy 2024-25
Directorate and service area: Childrens – Education and Inclusion
Lead Manager: Cary-Anne Sykes
Summary of findings:
The SEND Strategy 2024-2028 will ensure that the service continues to work with the specific specified groups identified through the Protected Characteristics. Anticipated Impact will be low.
SEND services in Rotherham will continue to develop through the delivery of this strategy which will improve the accessibility SEND provision, the way the system works together, and workforce.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Complete and submit SEND Strategy	A, D, S, RE, RoB, PM, C, O	
Cabinet Paper Approval	As Above	
Implementation of the 4 Year Delivery Plan	As Above	

Approval for the identified outcomes and key performance indicators to inform the action plan and move forward to a period of Borough wide 12-week consultation period on completion of the SEND Strategy draft document	As Above	
--	----------	--

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

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
Nicola Curley	Strategic Director Children and Young People's Services	May 2024
Julien Kramer	Assistant Director Education and Inclusion	May 2024
Helen Sweaton	Joint Assistant Director Commissioning, Performance and Quality	May 2024
Cllr Victoria Cusworth	Cabinet Member for Children and Young People	May 2024

7. Publishing
<p>The Equality Analysis will act as evidence that due regard to equality and diversity has been given.</p> <p>If this Equality Analysis relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision a copy of the completed document should be attached as an appendix and published alongside the relevant report.</p> <p>A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.</p>

Date Equality Analysis completed	May 2024
Report title and date	SEND Strategy May 2024
Date report sent for publication	May 2024
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	May 2024