

Initial Equalities Screening Record Form

Date of Screening: 27/11/23	Directorate: People	Section: SEND
1. Activity to be assessed	Please give full details of the activity Block transfer equivalent to 1% from the Schools Block and other DSG blocks to the High Needs Block, capped at a maximum of 0.5% per school, as part of the council's Safety Valve programme.	
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change	
3. Is it a new or existing activity?	<input type="checkbox"/> New <input type="checkbox"/> Existing	
4. Officer responsible for the screening	Duane Chappell, Head of SEND and Specialist Support Services	
5. Who are the members of the screening team?	Duane Chappell, Harjit Hunjan, Kellie Williams, Chris Kiernan	
6. What is the purpose of the activity?	Please describe briefly its aims, objectives and main activities as relevant.	
7. Who is the activity designed to benefit/target?	Children and young people with special educational needs and disabilities, aged 0-25 years old, who draw funding from the High Needs Block	
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral, please give a reason.
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	What evidence do you have to support this? E.g., equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
		The impact is positive and negative. Positive: Through the money that we secure from the Safety Valve programme will mean that children's needs are identified earlier, and they are supported at an earlier stage, potentially avoiding a crisis. Less funding will be spent on out of borough placements through the development of specialist provision in borough, meaning that CYP with SEND will be able to access education within their local communities, and without having to travel long distances every day.
		There are currently 1437 CYP in Bracknell Forest with an EHCP. The gap between pupils with SEND needs and all other pupils is wider in BF than in other comparable LA areas, and England as a whole. Better quality, local provision for pupils with high levels of need will provide schools with the facilities they need to improve these pupils' progress and outcomes.

			<p>Negative:</p> <p>To ensure value for money within the High Needs Block, models of service delivery will change, and this might have a negative impact on CYP and their families in terms of the services they have been used to accessing.</p>	
9. Racial equality		N	<p>It is not anticipated that the proposed block transfer will have either a positive or negative impact in terms of racial equality. This is because ethnicity data for school aged children from the January 2023 school census data is broadly aligned to the ethnicity of children and young people with an EHCP, so no one group will be adversely affected, either by the additional funding that will be made available within the High Needs Block, nor by the reduction in funding within other blocks within the Dedicated Schools Grant.</p>	<p>School Census data (January 2023) compared to EHCP data (November 2023):</p> <p>White (all white backgrounds) – Census 80.7% and EHCP 80%</p> <p>Black (all black backgrounds) – Census 3.1% and EHCP 3%</p> <p>Asian (all Asian backgrounds) – Census 7.1% and EHCP 5.6%</p> <p>Mixed (white and black backgrounds) – Census 2.4% and EHCP 2.3%</p> <p>Mixed (white and Asian backgrounds) – Census 2.2% and EHCP 1.3%</p> <p>Mixed (other) – Census 2.3% and EHCP 2.2%</p>
10. Gender equality		Y	<p>A much higher percentage of males than females have an EHCP. The sustainability of the High Needs Block and the use of funding available from the Safety Valve programme should therefore benefit males, who are much more likely to need an EHCP.</p> <p>Whilst the support offered through the additional HNB funding will not be targeted specifically at males, they will benefit positively because more males than females have an EHCP.</p>	<p>71% of EHCPs in Bracknell Forest are for boys.</p> <p>Autism is the main priority need within Bracknell Forest and funding within the HNB will be used to fund interventions and provision for CYP with autism. Of the 655 CYP with an EHCP with autism as the primary need, 75% are male and 25% are female.</p>
11. Sexual orientation equality			<p>We do not collect data on sexual orientation within either the school census or the EHCP dataset. Therefore, it is not possible to quantify whether there will be an impact on CYP in relation to their sexual orientation.</p>	<p>There is no anticipated impact to this characteristic.</p>

12. Gender re-assignment			We do not collect data on gender reassignment within either the school census or the EHCP dataset. Therefore, it is not possible to quantify whether there will be an impact on CYP in relation to their gender reassignment.	There is no anticipated impact to this characteristic.
13. Age equality	Y		The block transfer, if agreed, will strengthen the council's position in its Safety Valve negotiations with the DfE. Whilst no plans have yet been formalised, the intention is to increase the number of specialist provision places primarily at secondary school age (although the primary SRPs will also be reviewed). CYP at secondary age are currently disproportionately impacted by the lack of specialist provision in the borough, and therefore this proposal will support activity that will positively impact those CYP.	The intention is to include specific proposals within the Safety Valve programme to increase specialist provision, specifically focused on meeting the needs of CYP aged 11-16 years old who are currently negatively impacted by the lack of in borough provision.
14. Religion and belief equality			We do not collect data on religion and belief within either the school census or the EHCP dataset. Therefore, it is not possible to quantify whether there will be an impact on CYP in relation to their religion or belief.	There is no anticipated impact to this characteristic.
15. Pregnancy and maternity equality			It is not envisaged that there will be an impact on pregnancy and maternity equality.	There is no anticipated impact to this characteristic.
16. Marriage and civil partnership equality			It is not envisaged that there will be an impact on marriage and civil partnership equality.	There is no anticipated impact to this characteristic.
17. Please give details of any other potential impacts on any other group (e.g., those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.			A block transfer will add further pressures to the schools' budgets and will result in schools having to identify savings elsewhere in their budget. This could negatively impact on CYP without SEND, but it is considered that the benefit of achieving a sustainably high needs budget to support CYP with SEND outweighs the risk of a negative impact. To mitigate the risk, the proposal will ensure that no school will fall below the minimum per pupil funding, meaning that six schools will make no contribution to the block transfer.	

	<p>In making this assessment we have given due consideration to our commitment to the Armed Forces Covenant duty. For CYP from armed forces families, they will be able to access in year transfers to local provision as this is increased as part of the Safety Valve programme, supported by the block transfer.</p> <p>We receive regular feedback from parents and carers that access to specialist provision is challenging and that seeking to secure appropriate provision for their CYP can be stressful. The block transfer proposal will strengthen our Safety Valve programme proposal, and a successful Safety Valve deal will unlock the potential for significant investment in developing local provision.</p>		
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	No adverse impact has been identified.		
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	The most significant impact will be for CYP with SEND in the borough (see section on disability equality above).		
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?		N	N/A
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	A formal consultation with headteachers and chairs of governors on the proposal for a block transfer will take place from 27 November to 8 December 2023. Data from this consultation will help with better understanding the impact.		
22. On the basis of sections 7 – 17 above is a full impact assessment required?		N	<p>Please explain your decision. If you are not proceeding to a full equality impact assessment, make sure you have the evidence to justify this decision should you be challenged.</p> <p>If you are proceeding to a full equality impact assessment, please contact Harjit.Hunjan@bracknell-forest.gov.uk</p>
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
Formal consultation on proposals with headteachers and chairs of governors	27 Nov to 8 Dec 2023	Paul Clark	Consultation conducted and analysis of responses complete

Decision by Schools Forum on proposal for a block transfer	13 Dec	Paul Clark	Decision by Schools Forum, followed by referral to SoS for approval.
Regular engagement and consultation with headteachers, chairs of governors	Ongoing	Grainne Siggins	Coproduction of Safety Valve plan with school leaders
24. Which service, business or work plan will these actions be included in?	SEND		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Improvements in data quality to ensure we are able to effectively monitor the impact on groups with protected characteristics.		
26. Assistant Director/Director signature.	Signature: D. Chappell		Date: 27/11/23