

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Provision of Occupational Therapy (OT) for Children and Young People in Brent schools.
DEPARTMENT:	Children and Young People
TEAM:	Commissioning and Resources, Forward Planning, Performance and Partnerships Service
LEAD OFFICER:	Shazia Akram Head of Forward Planning, Performance and Partnerships
DATE:	03/04/2023

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

This EA is in relation to the commissioning of a contract for the provision of OT for Children and Young People in Brent schools.

Section 26 of the Children and Families Act 2014 places a duty on local authorities to implement joint commissioning arrangements with Health Partners for the support required in children and young people with Special Educational Needs and/or Disabilities Education, Health and Care Plans (EHCP).

The primary target group of this proposed service is Reception and Key Stage 1-4 pupils attending Brent mainstream schools.

The service adheres to all aspects of the SEND Code of Practice 2015 (updated October 2020). The service supports delivery of the priorities identified in the Brent SEND strategy 2021 – 2025:

- Education, employment and training
- To live a healthy lifestyle
- To be fully active citizens of Brent.
- To live independently
- My Brent - The voice of young people to be heard in shaping the Brent of the future.

The Service ensures that the Council meets its statutory responsibility to provide the expert level of care which is specified in Section F of a child's EHC Plan with regard to OT and an equitable service across all Key Stages taking into account the needs of children and young people requiring the service.

The service is expected to achieve the following outcomes:

- An improvement in the educational attainment and ability to participate in the curriculum of children and young people with OT needs listed in Section F of their EHCP.
- Children and young people who are aware of and, where possible, able to independently use strategies to support their therapeutic difficulties in everyday situations.
- Children and families receiving a seamless service when transferring between primary, secondary and independent providers of OT, and are aware of the on-going support available.

The Service is also expected to contribute towards achieving the following outcomes:

- a) The rate of improvement in under achieving groups is accelerated.
- b) All children and young people with SEND are able to access the same wide educational opportunities and life chances as their peers.

2. Who may be affected by this policy or proposal?

- Children and Young People
- Parents/Carers/guardians
- Schools and other education settings
- Practitioners working with Children and Young People

3. Is there relevance to equality and the council's public sector equality duty? If your answer is no, you must provide an explanation.

Yes

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age		x	
Sex		X	
Race		X	
Disability		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	

Marriage		x	
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5. Please complete **each row** of the checklist with an “X”.

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?	X	
Does the policy or proposal relate to an area with known inequalities?		X
Would the policy or proposal change or remove services used by vulnerable groups of people?		X
Has the potential for negative or positive equality impacts been identified with this policy or proposal?		X
If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.		

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

The Service ensures the council meets its statutory responsibility to provide the level of care specified in Section F of a child's EHCP with regards to OT and an equitable service across all Key Stages taking into account the needs of children and young people requiring the service. The service is expected to achieve the following outcomes:

- a) An improvement in the educational attainment and ability to participate in the curriculum of children and young people with OT needs listed in Section F of their EHCP.
- b) Children and young people who are aware of and, where possible, able to independently use strategies to support their therapeutic difficulties in everyday situations.
- c) Children and families receiving a seamless service when transferring between primary, secondary and independent providers of occupational therapy, and are aware of the on-going support available.

The Service is also expected to contribute towards achieving the following outcomes:

- a) The rate of improvement in under achieving groups is accelerated.
- b) All children and young people with SEND are able to access the same wide educational opportunities and life chances as others.

The primary target group of this service is Reception and Key Stage 1-4 pupils attending Brent mainstream schools. The number of children and young people with an EHCP in Brent is continuing to rise. The total number of children and young people with an EHCP have risen from 2950 in 2022 to 3350 in 2023 (an increase of 400 children and young people).

The total number of Education Health Care Plans Needs Assessments (EHCNA) completed for the 2022-2023 financial year was 155. This is an increase of 27% from the number of EHCNA's completed in the previous financial year 2021-22. At the end of the reporting period covering 1 January 2023 to 31 March 2023:

- 223 children and young people with an EHCP which included OT targets, accessed OT provision through this arrangement.
- 37 EHCNAs were completed.
- 12 children were successfully discharged and moved off the EHCP caseload.

The service adheres to all aspects of the SEND Code of Practice 2015 (updated October 2020). The Service supports delivery of the priorities identified in the Brent SEND strategy 2021 – 2025:

- Education, employment and training
- To live a healthy lifestyle
- To be fully active citizens of Brent.
- To live independently
- My Brent - The voice of young people to be heard in shaping the Brent of the future.

OT services aims to enable children and young people to improve their ability to perform everyday tasks and activities successfully and to access the national curriculum more effectively. The service is intended to provide support at the earliest opportunity. Services are therefore designed to reduce any adverse impact by identifying and working with children who would benefit from early intervention speech and language support. The additional support they receive increases pupils' and parents' understanding of their needs, and will equip them with the relevant tools and aids to allow them to realise their potential.

OT services are therefore designed to reduce any adverse impact on children and young people who have occupational therapy needs which are listed in Section F of their EHCP as well as identifying and working with children and young people who would benefit from an early intervention programme of support.

2. For each "protected characteristic" provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state "not applicable".

AGE	
Details of impacts identified	The service will impact equally upon all children and young people and their parents and carers irrespective of age.
DISABILITY	
Details of impacts identified	The service will impact equally on all children and young people irrespective of disability.
RACE	
Details of impacts identified	The service will impact equally upon all children and young people and their parents and carers regardless of race.
SEX	

Details of impacts identified	The service will impact equally upon all young people and their parents and carers regardless of their gender
SEXUAL ORIENTATION	
Details of impacts identified	The service will impact equally upon all young people and their parents and carers regardless of sexual orientation
PREGANCY AND MATERNITY	
Details of impacts identified	The service aims to improve outcomes for all children and young people.
RELIGION OR BELIEF	
Details of impacts identified	The service will impact equally upon all children and young people and their parents and carers regardless of religion or belief.
GENDER REASSIGNMENT	
Details of impacts identified	The service will impact equally upon all children and young people and their parents and carers regardless of Gender assignment.
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	The service aims to improve outcomes for all children and young people.

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Consultation will take place with a range of internal and external stakeholders to inform future delivery. Relevant Heads of Service and CYP service area managers have been consulted to help inform the development of the approach.

5. Please detail any areas identified as requiring further data or detailed analysis.

N/A

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

This service will align with other support services services to reduce duplication in the system.

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

Robust contract monitoring processes will be put in place to monitor outcomes and impacts and to inform future delivery. This includes regular feedback from service users, monitoring complaints and compliments received, service data analysis and contract monitoring meetings.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

Any provider will be required to maintain diversity monitoring information which will be reviewed as part of the quarterly contract monitoring processes and will inform the future planning of services.

Consultation and engagement with key stakeholders will continue to sustain a co-production approach to enhance local services.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Establish a clear implementation plan and contract review plan, working with the stakeholders	To mitigate negative impacts	Tanuja Saujani	September 2023

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Tanuja Saujani
REVIEWING OFFICER:	
HEAD OF SERVICE:	Shazia Akram