

# Diversity impact assessment

<b>TITLE</b>
Medway Joint SEND Strategy 2022-25
<b>DATE</b>
26 <sup>th</sup> July 2022
<b>LEAD OFFICER.</b>
Wendy Vincent Head of Integrated 0-25 Disability Services
<b>1 Summary description of the proposed change</b>
This is a revised Joint SEND Strategy that sets the priorities and actions to meet these priorities that the Local Authority, Schools and Integrated Care Board will jointly do to ensure the needs of children and young people who have Special Educational Needs and Disabilities in Medway are met. This strategy has been co-produced with parents, carers and young people. It replaces the Local Area SEND Strategy 2019-22.
<b>2 Summary of evidence used to support this assessment</b>
This Joint Strategy has been co-produced with parents, carers and young people. They assisted to develop the key priorities and the actions that sit under these. The strategy will be widely consulted on including targeted consultations with schools, parents, carers and young people. The strategy addresses gaps in provision identified during Joint Strategic Needs Analysis as well as via feedback from schools, parents, carers and young people. Benchmarking and national data has also been used to inform the strategy and priorities.

### 3 What is the likely impact of the proposed change?

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
<b>Age</b>		✓	✓
<b>Disability</b>		✓	✓
<b>Gender reassignment</b>			
<b>Marriage/civil partnership</b>			
<b>Pregnancy/maternity</b>			
<b>Race</b>			

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Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
<b>Religion/belief</b>			
<b>Sex</b>			
<b>Sexual orientation</b>			
<b>Other (eg low income groups)</b>			

## 4 Summary of the likely impacts

The Joint SEND Strategy Action Plan aims to have a positive impact on the lives of children and young people aged 0-25 who have a special educational need and/or disability and their families and carers. The strategy will assist this population group to have their needs met in a better way, to be included in school and to ensure that they are assisted to achieve their potential. This strategy also provides a strategic picture to partner agencies

## 5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

N/A

## 6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Formal consultation process to ensure that the voice of the service users is integrated into the plan	Wendy Vincent	To be completed in September 2022

## 7. Recommendation

Proceed

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<b>8 Authorisation</b>
The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored
<b>Assistant Director</b>
Celia Buxton, Assistant Director – Education and SEND
<b>Date of authorisation</b>
29 <sup>th</sup> July 2022