

# Diversity Impact Assessment

<b>TITLE</b>
High Needs Block (HNB) Recovery Plan/Safety Valve Intervention Programme (SVIP)
<b>DATE</b>
25 <sup>th</sup> August 2022
<b>LEAD OFFICER</b>
Celia Buxton, Assistant Director for Education and SEND
<b>1 Summary description of the proposed change</b>
What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
<p>There are a number of service changes that will be required to delivery Medway's High Needs Block (HNB) Recovery Plan, particularly around:</p> <ol style="list-style-type: none"> <li>1. Developing pathways and embedding practice methodologies to support inclusion in mainstream schools</li> <li>2. Streamlining resources to focus on the core functions and transition points</li> <li>3. Ensuring that commissioning and funding arrangements demonstrate value for money and have robust contract management mechanisms in place.</li> </ol>
<b>2 Summary of evidence used to support this assessment</b>
<p>Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile</p> <p>The development of Medway's HNB Recovery Plan has been informed by learning from the previous Recovery Plan outcomes, learning from other Local Authorities (statistical neighbours and Local Authorities who have been through the SVIP process and have achieved sustainable outcomes) and data analysis of historical trends within SEND in Medway (to model projections going forward).</p> <p>The aims and activities set out within HNB Recovery Plan have also been developed in discussions with Schools, Academies and Alternative Provisions as well as Parent and Carer forums. There are several Governance Forums (with representatives from key stakeholders) in place where these plans have been shared and discussed, with some Task and Finish Groups set up to focus on specific activities, e.g. inclusion funding and trauma-informed practice.</p>

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

Is it likely to:

Adversely impact on one or more of the protected characteristic groups

Advance equality of opportunity for one or more of the protected characteristic groups

Foster good relations between people who share a protected characteristic and those who don't

(insert Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age			Yes
Disability		Yes	Yes
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			Yes
Race			
Religion/belief			
Sex		Yes	Yes
Sexual orientation			
Other (eg low income groups)			

### 4 Summary of the likely impacts

Who will be affected?

How will they be affected?

The HNB Recovery Plan represents a number of advancements particularly for children and young people with SEND and their parents/carers. These plans look to ensure that access to services and the offer of education, health and care provision is based in the individual needs of the child/young person and that decisions made around these are transparent and well-understood.

Within the inclusion agenda, there is an opportunity to foster good relations between those with SEND and those without, to promote positive socialisation across children and young people's peer group.

In term of age, the HNB Recovery Plan sets out an opportunities to develop positive relations between services, providers and children/young people and

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their families within key transition stages, e.g. Nursery to Primary, Primary to Secondary, Post-16, etc.

Similarly, the plans include interventions specifically focused around Early Years development (working with colleagues in Health), which will equally foster good relations with parents and carers of babies and younger children.

The development of Social, Emotional and Mental Health provision for girls will also provide a positive impact for young girls with SEND within this need type.

## 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
Sign-Off of HNB Recovery Plan (Cabinet and Secretary of State)	Celia Buxton	13.12.2022 - end-December
Delivery of Activities/Interventions with Quarterly Monitoring to DfE on progress*	Celia Buxton	01.01.2023 – end Q4 2025/26*

\*There are a large number of activities contained within the HNB Recovery Plan – broadly, the outcomes of these will need to be delivered by (and continue beyond) the end of 2025/26. Some activities have already started where they were in pre-existing programmes of work.

## 7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Proceed with HNB Recovery Plan (and Sign-Off from Cabinet)

## 8 Authorisation

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

**Director**

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<b>Date of authorisation</b>
25.08.2022