

# Equality Impact Assessment



Hampshire  
County Council

## Specialist Teacher Advisory Service – Service structure review - Staff

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Department: Children's Services

Date of  
assessment: 20/12/2018

### Description of current service/policy

The purpose of the Specialist Teacher Advisory Service (STAS) is to promote optimum educational opportunity, learning and development for children with special educational needs and disability.

The service supports children with special educational needs, speech, language and communication needs, hearing and visual impairment and physical disabilities, through the provision of specialist advice, guidance, equipment and technology.

The service works in partnership with educational settings, children and young people, families and other agencies with a focus on good outcomes and independence, and an emphasis on early intervention and inclusive practice.

Geographical impact: All  
Hampshire

### Description of proposed change

Following a review, it is proposed to remodel the service to better respond to the needs of children and young people with special educational needs.

The new service will include;

More systemic work with schools to build capacity.

Developing criteria that consider level of need, school, parental and the child's strengths.

Delivering targeted training through group sessions.

Making greater use of technology to supplement in-person support and advice.

Expanding the service strategically to better reflect the needs of children and young people

A staff restructure is proposed, which may result in changes to salary supplements, reductions in headcount and changes to travel entitlements.

## Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

## Engagement and consultation

Has engagement or consultation been carried out? Planned

The proposals have been developed following engagement with staff and stakeholder focus groups.

Formal consultation with staff, unions and stakeholders will take place in January 2019, following which the proposals will be reviewed prior to implementation.

<b>Statutory considerations</b>	<b>Impact</b>	<b>Mitigation</b>
<b>Age:</b> Low	69.4% of staff fall within the 30-54 age bracket with 30.2% of staff between 55-64. Potential changes to salary supplements may impact on older staff benefiting from final salary pension schemes.	
<b>Disability:</b> Low	The STA team have 6.3% staff with disability compared to 2.6% across HCC. The deaf instructors account for the majority of staff who will be disproportionately impacted by reduction in available posts.	
<b>Sexual orientation:</b> Neutral		

<b>Race:</b> Neutral		
<b>Religion and belief:</b> Neutral		
<b>Gender reassignment:</b> Neutral		
<b>Gender:</b> Low	The STA Service is predominantly staffed by women (98.4%), so this group will be disproportionately impacted by any reduction in posts.	
<b>Marriage and civil partnership:</b> Neutral		
<b>Pregnancy and maternity:</b> Neutral		
<b>Other policy considerations</b>	<b>Impact</b>	<b>Mitigation</b>
<b>Poverty:</b> Neutral		
<b>Rurality:</b> Positive	Changes to travel entitlements may have a positive impact on staff in rural locations.	

**Any other information**

Staff not appointed to the new structure (and who are not subject to EVR) will be provided with redeployment support and compulsory redundancy will be a last resort. Discussions are underway to identify how to maximise the redeployment of qualified teachers within this process; albeit that the LA does not have absolute ability to redeploy staff where the powers of appointment lie with governing bodies.