



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	SEN Discretionary Payments Open Framework 2022
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Educational Services for pupils who are either not attending school full time or are unable to access a full time curriculum
Description of the service/policy/project/project phase	Currently the Special Educational Needs (SEN) Service source services that support children and Young People (aged 0 to 25) with an Education Health and Care Plan (EHCP) to return to or re-engage with full time education, employment or training via a spot purchasing arrangement. This arrangement allows for only limited monitoring of the services as a whole and little to no overall control of costs as these are all agreed on a case by case basis.
New/changed service/policy/project	The SEN Discretionary Payments Open Framework will provide the SEN Service with a compliant way to source services for pupils that will support the pupils to either return to or re-engage with full time education, employment or training. A procurement framework (SEN Discretionary Payments Open Framework) will be created where providers who offer services that can support pupils to attend school (e.g. tutors, therapists, physiotherapists) can apply to offer their services on a district by district basis. The suppliers on the framework will have all been approved through appropriate procurement processes and standards. Suppliers will meet the minimum standards as set out the tender documentation, which includes ensuring that suppliers have inclusion, diversity and equality policies and procedures and that they consider the needs of pupils they work with from an equality perspective. The new framework will provide SEN Officers the ability to source suitable providers and allow the services to manage and monitor delivery in a way that has not been done before. This ensures a higher level of service quality and will enable longer term control of the costs of these services.

Engagement
No engagement or consultation with service users has taken place as the implementation of this framework is an internal commissioning process that will allow the SEN Service to commission these services in a compliant manner. The service delivery will only be improved for the children and young people as the SEN Service will now

have great ability to monitor and manage providers and have the ability, with time, to grow the local market to enable more pupils to be supported to remain in or return to education, employment or training. Providers were invited to a presentation on the framework and the rationale behind it was part of a wider engagement event with the independent education sector. The feedback that was received was positive with only one or two questions mainly around the pricing methodology.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Positive
Rationale	The proposals will provide improved services for both children and young people with a range of special educational needs aged between 0 - 25 year old, and allow more pupils access to services that will support their attendance at school alongside their peer groups.
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The proposals will provide improved services for both parents of, and pupils with, a range of special educational needs and allow more pupils access to services that will support their attendance at schools in their local communities' and/or alongside their peers. For pupils using these services it will be because it is deemed the most appropriate to meet their current needs and as a result, they will have access to trained staff and specialist resources, in order to support their educational, social and other needs.

Mitigation	

Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff and children.
Mitigation	

Pregnancy and Maternity

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff and children.
Mitigation	

Race

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff and children.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff and children.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above

	the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff and children.
Mitigation	

Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff and children.
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff and children.
Mitigation	

Poverty

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff and children.
Mitigation	

Rurality

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be no change in benefits to this protected characteristic group, over and above the current circumstances and over other protected characteristics groups, therefore the impact has been assessed as neutral for both staff and children.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

The new approach to commissioning the individual services will change how SEN Caseworkers search for and agree services, however this change will be minimal and staff will be supported and trained in the new process.

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00249

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