

EIA SEND/Inclusion Strategy

Did you use the EIA Screening Tool? (Delete as applicable)

Yes (please attach upon submission) / No

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1. Explaining the matter being assessed

Is this a:

A revised strategy, following on from the Surrey Special Education Needs and Disabilities Partnership Strategy.

Summarise the strategy, policy, service(s), or function(s) being assessed. Describe current status followed by any changes that stakeholders would experience.

Describe the change being assessed in plain English. Give your rationale for writing the EIA. Identify the key stakeholders affected by this change, including residents and staff. Consider what evidence you have gathered on the impact of your proposals.

This is the Inclusion & Additional Needs Partnership Strategy for 2023-26. The current 'Surrey Special Educational Needs and Disabilities Partnership Strategy' concludes at the end of 2022 and focuses on: Early identification, Joint Commissioning, Inclusion in the community and Preparing for Adulthood. The strategy from 2023 will continue to progress the improvement in these areas and in addition will also focus on Leadership, governance and partnership working, Co-production and Systems and practice.

The local area partnership works together to provide services for all children and young people with additional needs and disabilities and consists of:

- Surrey County Council
- Health providers and commissioners
- Integrated Care Board
- Early years settings, school and colleges
- Parent and Carers including Family Voice Surrey
- Children and young people
- Voluntary and third sector organisations

The strategy has been co-produced across the Local Area partnership and has been based on the Joint Strategic Needs Assessment and our self-evaluation. The strategy will be accompanied by an action plan to ensure that services for children and young people with additional needs and disabilities are improved as per the strategy.

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The main stakeholders that are affected by the Surrey Inclusion and Additional Needs Strategy are children and young people aged 0-25 with additional needs. We recognise that children and young people with additional needs can face additional pressures and complexities as they develop and learn however we also know that the foundations of an independent, economically active, and resilient adult life are rooted in having a good level of development in early childhood and an inclusive education. We believe that our partnership approach to embedding the social model of disability, underpinned by strengths-based practice and informed by children and young peoples' needs will enable them to build on the best start in life and positive outcomes in adulthood.

In Surrey in 2022 the number of statutory Education, Health and Care Plans (EHCPs) was approximately 12,700 which constitutes approx. 4.6% of the school population, compared to 4% as the England average. Autism Spectrum Disorder (ASD) was recorded as the primary need in 34% of EHCPs, and the majority of plans were for males (73%). Autism, Social, Emotional and Mental Health and Moderate Learning Difficulty were the need areas of largest growth over the last 5 years.

To respond to growing levels of need, as well as to balance the local market, SCC have invested just under £140m in the maintained special school estate, bringing about just under 2,500 new specialist school places before 2027 (1,600 are on track to be delivered by 2024) for children with significant needs identified in their EHCP. This, coupled with a strong focus on inclusion in mainstream schools will ensure children with an EHCP have excellent, local provision available to them. The full range of services available to children and young people with additional needs are detailed on the Surrey Local Offer website.

How does your service proposal support the outcomes in [the Community Vision for Surrey 2030](#)?

Specify which of the ten Vision outcomes this work is linked to.

- Children and young people are safe and feel safe and confident.
- Everyone benefits from education, skills and employment opportunities that help them succeed in life.
- Everyone lives healthy, active and fulfilling lives, and makes good choices about their wellbeing.
- Everyone gets the health and social care support and information they need at the right time and place.
- Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life.

Are there any specific geographies in Surrey where this will make an impact?

- County-wide

Assessment team – A key principle for completing impact assessments is that they should not be done in isolation. Consultation with affected groups and stakeholders needs to be built in from the start, to enrich the assessment and develop relevant mitigation.

Detail here who you have involved with completing this EIA. For each include:

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- Name – Family Voice Surrey
 - Organisation – Family Voice Surrey
 - Role on the assessment team – advocate
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- Name – ATLAS
 - Organisation – User Voice and Participation (Young people reference group)
 - Role on the assessment team – advocate
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- Name – Surrey Youth Focus
 - Organisation – 3rd Sector Partner
 - Role on the assessment team – advocate
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- Name – Education settings: Early Years, Primary, Secondary, Further Education, Specialist Schools, Alternative Provision, Surrey Virtual School, Schools Forum and Phase Council
 - Organisation – Education
 - Role on the assessment team - specialists
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- Name – Children’s Social Care, Adult Services, Children with Disabilities, Education, Inclusion and Special Needs, Surrey and Borders Partnership
 - Organisation – Surrey County Council
 - Role on the assessment team – Service providers
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- Name – Surrey Heartlands, Mindworks, Children and Family Health Surrey
 - Organisation – Health
 - Role on the assessment team - specialists

2. Service Users / Residents

Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore they should also be considered within EIAs. If relevant, you will need to include information on the following vulnerable groups (Please **refer to the EIA guidance** if you are unclear as to what this is).

- Members/Ex members of armed forces
- Adult and young carers*
- Those experiencing digital exclusion*
- Those experiencing domestic abuse*
- Those with education/training (literacy) needs
- Those experiencing homelessness*
- Looked after children/Care leavers*
- Those living in rural/urban areas
- Those experiencing socioeconomic disadvantage*
- Out of work young people)*
- Adults with learning disabilities and/or autism*
- People with drug or alcohol use issues*
- People on probation
- People in prison
- Migrants, refugees, asylum seekers
- Sex workers
- Children with Special educational needs and disabilities*
- Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)*
- Older People in care homes*
- Gypsy, Roma and Traveller communities*
- Other (describe below)

(*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

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Age

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Details on the service users/residents that could be affected. What information (data) do you have about them? How might they be impacted in a positive or negative way? (try to be as specific as possible)

The Inclusion Strategy will affect those from age range 0-25.

As of 2020, there are 356,755 individuals within the 0-25 age range within Surrey. Surrey's population is broadly similar to England, with a slightly greater proportion of 5 to 19-year-olds.

The table below shows the number of children with an EHCP or on SEN support broken down by age range.

Age range	EHCP	SEN Support
Under 5	501	1135
Age 5-10	4181	10049
Age 11 - 15	4123	7745
Age 16-19	2261	431
Age 20-25	681	0
Total	11747	19360

The work that is encompassed within the Inclusion Strategy are considered extremely relevant to age given that the plan relates specifically to children and young people with SEND aged 0-25 years old. The impact is deemed to be positive as this is a strategic plan to improve the lived experience of children, young people and their families and to ensure the improvement of the services they access.

Positives

- Investing in early identification of SEN will ensure that children and young people with additional needs and disabilities are supported from the earliest point with the right support at the right time. Early identification of needs ultimately leads to improved outcomes and lived experience.
- Offering more comprehensive information and support to all children and young people with additional needs and disabilities and their families ensure that they will have the information required to access the correct services and support. This will be available accessibly and for all ages.
- Jointly commissioning key services for children and young people aged 0-25 across the partnership will ensure that the right services are available for children and young

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people at the right time throughout their lives, improving their outcomes and ensuring they remain supported.

- Ensuring that our young people are prepared for adulthood from the earliest possible opportunity ensures that independence is promoted and that the transition into adult services is smooth. Although this strategy is aimed at those 0-25 it is essential that the transition into adult services is carefully planned and there is a strong emphasis on this in the strategy.
- Connecting well across our systems will mean that our practice is of the highest standard and will enable us to improve outcomes for children and young people aged 0-25
- A greater inclusion of children and young people with additional needs and disabilities into the community and education settings.
- An emphasis on co-production with children and young people and their families will improve how services are commissioned in ensuring that they improve lived experience. Co-production will be carried out strategically but also individually to ensure that individual support packages improve the outcomes for the young person

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

How will you maximise positive/minimise negative impacts (actions to mitigate or enhance impacts)? When will this be implemented by? Who is responsible for this? Include additional details in the “Actions & Decisions Tracker” (Section 5) and refer to the relevant item here.

The Inclusion Strategy Partnership will work with all stakeholders in the partnership, including representatives and members of the User Voice and Participation team to ensure that the voice of children and young people are included as part of our ongoing practice. User Voice and Participation aim bring about positive change in the services that are available to people aged 8 to 25 and help shape the services that are provided for children and young people.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

There are a wide range of strategies that are working towards improving services for children and young people with additional needs and disabilities. Surrey’s Inclusion and Additional Needs Strategy is the overarching strategy, the below strategies all contribute to the work in their individual right however there are interdependencies between the strategies.

The strategies associated with the Inclusion and Additional Needs Strategy are: Emotional Wellbeing and Mental Health strategy, Best Start Strategy, Joint Commissioning Strategy, Alternative Provision Strategy, All Age Autism Strategy, Speech Language & Communication Strategy, Capital Strategy, Sufficiency Strategy. Two other strategic documents that will affect the same group of residents are the Joint Strategic Needs Assessment and the Self-Evaluation, they will be used to inform the decisions made on the services provided to children and young people aged 0-25 with additional needs and disabilities.

Any negative impacts that cannot be mitigated?

None identified.

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Disability

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Details on the service users/residents that could be affected. What information (data) do you have about them? How might they be impacted in a positive or negative way? (try to be as specific as possible)

The Inclusion Strategy will affect those registered as having an additional need or disability within the defined age range (0-25).

The table below shows the main presenting need of children and young people with additional needs and/ or a disability.

Main Presenting Need	EHCP	SEN Support
Social, Emotional and Mental Health	1858	4110
Autistic Spectrum Disorder	3996	1311
Speech, Language & Comm. Needs	2216	4271
Specific Learning Difficulty	441	3801
Moderate Learning Difficulty	1785	3289
Severe Learning Difficulty	541	32
Profound & Multiple Learning Difficulty	111	5
Physical Disability	363	362
Hearing Impairment	141	241
Visual Impairment	108	135
Multi-Sensory Impairment	37	83
Other	150	859
SEN support but no specialist assessment of need	n/a	861
Total	11,747	19360

The work that is encompassed within the strategy is considered extremely relevant to disability given that the plan relates specifically to children and young people with additional needs and disabilities. The impact is deemed to be positive as the aim of the strategy is to improve the lived experience of children, young people and their families and to ensure the improvement of the services they access.

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The most common type of need for those with an EHCP in Surrey is Autistic Spectrum Disorder, 34%, this aligns with national data. This means that those with Autism are most likely to be impacted by the work that is carried out from the strategy as it the largest group in the EHCP Cohort. There is an All-Age Autism Strategy that is also focussed on improving services for autistic children and young people

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The most common type of need those receiving SEN Support is Speech, Language and Communication Needs, 22%. The second main presenting need for those receiving SEN Support is Social, Emotional and Mental Health needs at 21%. The work in this strategy is also supported by the Emotional Wellbeing and Mental Health strategy and the Speech, Language and Communication Needs Strategy.

Positives

- Embedding the social model of disability throughout our partnership working. This model recognises that children and young people are disabled by barriers in society, not by their impairment or difference. These barriers can be physical or attitudinal and our Additional Needs and Inclusion leaders will work to remove these barriers to create equality and offer children and young people in our SEND system more independence, choice and control.
- Improved graduated response and ordinarily available provision in education settings will help reduce the escalation of need, where possible, and ensure that children and young people with additional needs and disabilities have improved outcomes and lived experience
- The closer to home programme will increase the provision of local school places for children and young people with additional needs and disabilities ensuring that they are educated locally and are included in their local community. This has been highlighted as being important to young people.
- A strength based and needs led approach will be taken to ensure that barriers are removed, whether physical or structural, to ensure that children and young people with additional needs and disabilities can thrive and achieve
- A focus on improving transition into adult services will ensure that the support and interventions that are required for the young people to fulfil their potential are in place and not interrupted throughout this transition period
- Improving health and social care advice into Education, Health and Care plans will ensure that the right support package is in place for individuals
- Improving joint commissioning for services that are available for children and young people with additional needs and disabilities will ensure that the right support is available at the right place at the right time. There are 9 areas of focus improving services and provision across education and health
- Offering more comprehensive information and support to all children and young people with additional needs and disabilities and their families ensure that they will have the information required to access the correct services and support. This will be available accessibly and for all ages.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

How will you maximise positive/minimise negative impacts (actions to mitigate or enhance impacts)? When will this be implemented by? Who is responsible for this? Include additional details in the "Actions & Decisions Tracker" (Section 5) and refer to the relevant item here.

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The Inclusion Strategy Partnership will work with all stakeholders in the partnership, including representatives and members of the User Voice and Participation team to ensure that the voice of children and young people are included as part of our ongoing practice. User Voice and Participation aim bring about positive change in the services that are available to people aged 8 to 25 and help shape the services that are provided for children and young people.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

There are a wide range of strategies that are working towards improving services for children and young people with additional needs and disabilities. Surrey's Inclusion and Additional Needs Strategy is the overarching strategy, the below strategies all contribute to the work in their individual right however there are interdependencies between the strategies.

The strategies associated with the Inclusion and Additional Needs Strategy are: SEMH strategy, Best Start Strategy, Joint Commissioning Strategy, Alternative Provision Strategy, All Age Autism Strategy, Speech, Language & Communication Strategy, Capital Strategy and Sufficiency Strategy. Two other strategic documents that will affect the same group of residents are the Joint Strategic Needs Assessment and the Self-Evaluation, they will be used to inform the decisions made on the services provided to children and young people aged 0-25 with additional needs and disabilities.

Any negative impacts that cannot be mitigated?

None identified.

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Sex

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

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Details on the service users/residents that could be affected. What information (data) do you have about them? How might they be impacted in a positive or negative way? (try to be as specific as possible)

	EHCP	SEN Support
Female	3224	7328
Male	8523	12032
Total	11747	19360

The work that is encompassed within the strategy is considered extremely relevant to sex given that the plan relates specifically to children and young people with SEND. The impact is deemed to be positive as the aim of the strategy is to improve the lived experience of children, young people and their families and to ensure the improvement of the services they access.

Given the gender breakdown in the SEND cohort with 66% of those with an EHCP or receiving SEN Support are male, the proposals, if implemented, would have more of an impact on males than females. This aligns with national data both for those with EHCPs and those receiving SEN Support.

There is an awareness that SEND may be underdiagnosed with the female cohort and there is an awareness of this within the SEND system. Data in Surrey is showing that the percentage difference in plans between males and females is decreasing slowly in recent years which could be a result of being aware of females and SEND underdiagnosis.

There is on-going work in the All-Age Autism Strategy that is associated with this strategy in relation to understanding, recognising and responding appropriately to girls and women with autism. It is recognised nationally that Autism is underdiagnosed in girls and women.

Positives

- Implementation of the strategy will support the growing understanding of autism amongst women and girls.
- Improved support services reflect the specific needs of women and girls
- Improved graduated response and ordinarily available provision in education settings will help reduce the escalation of need, where possible, this positive will be for both female and males.
- Improving joint commissioning for services by using data on the cohort will ensure the right support is available at the right place at the right time, this will take into account gender and the specific services that are provided. There are 9 areas of focus improving services and provision across education and health

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- Investing in early identification and early help of SEN will ensure that children and young people with additional needs and disabilities are supported from the earliest point with the right support at the right time. With regards to gender this is applicable as it is known that females may “mask” their additional needs and improved early help and identification will ensure that needs can be accurately identified early.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

How will you maximise positive/minimise negative impacts (actions to mitigate or enhance impacts)? When will this be implemented by? Who is responsible for this? Include additional details in the “Actions & Decisions Tracker” (Section 5) and refer to the relevant item here.

The Partnership will work with all stakeholders in the partnership to deliver the strategy, including representatives and members of the User Voice and Participation team to ensure that the voice of children and young people are included as part of our ongoing practice. User Voice and Participation aim bring about positive change in the services that are available to people aged 8 to 25 and help shape the services that are provided for children and young people.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.

There are a wide range of strategies that are working towards improving services for children and young people with additional needs and disabilities. Surrey’s Inclusion and Additional Needs Strategy is the overarching strategy, the below strategies all contribute to the work in their individual right however there are interdependencies between the strategies.

The strategies associated with the Inclusion and Additional Needs Strategy are: SEMH strategy, Best Start Strategy, Joint Commissioning Strategy, Alternative Provision Strategy, All Age Autism Strategy, Speech, Language & Communication Strategy, Capital Strategy and Sufficiency Strategy. Two other strategic documents that will affect the same group of residents are the Joint Strategic Needs Assessment and the Self-Evaluation, they will be used to inform the decisions made on the services provided to children and young people aged 0-25 with additional needs and disabilities.

Any negative impacts that cannot be mitigated?

None identified.

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3. Staff

This strategy will have no impact on staff as this strategy is for children and young people aged 0-25 with additional needs and disabilities.

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

- **Outcome One: No major change to the policy/service/function required.** This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken
- **Outcome Two: Adjust the policy/service/function** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
- **Outcome Three: Continue the policy/service/function** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:
 - Sufficient plans to stop or minimise the negative impact
 - Mitigating actions for any remaining negative impacts plans to monitor the actual impact.
- **Outcome Four: Stop and rethink the policy** when the EIA shows actual or potential unlawful discrimination. (For guidance on what is unlawful discrimination, refer to the [Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act](#) concerning employment, goods and services and equal pay).

Recommended outcome:

Outcome One: No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken

Explanation:

This Equalities Impact Assessment has not identified any potential for discrimination or negative impact. The 3-year strategy implementation plan will take all opportunities to promote equality and improve the lived experience and outcomes for all children and young people aged 0-25 with additional needs and disabilities.

5. Action plan and monitoring arrangements

Insert your action plan here, based on the mitigations recommended.

Involve you Assessment Team in monitoring progress against the actions above.

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/ Closed
1	March 2022	<p>Coproduction of Strategy</p> <p>Surrey is strongly committed to engagement, participation and coproduction at a strategic, operational, and individual level in all our work with children, young people, and their families, and this is shown through our Co-production Charter (2022) and various forums and a steering group that include relevant partners and stakeholders.</p>	Daniel Callaghan	December 2022	<p>Partnership produced action plans, shared with relevant governance groups. Draft versions have been reviewed by relevant governance boards.</p> <p>Strategy presented to ATLAS at engagement sessions. Family Voice Surrey included on the steering group.</p>	Closed
2	March 2022	<p>User Voice and Participation</p> <p>Embedded user voice arrangements with service users are a central part of our governance</p>	Julia Katherine		User Voice action cards process managed through the Partnership Board.	Open



		arrangements and an ongoing process at action planning sessions.				
3	January 2023	<p>Easy read / Easy access document</p> <p>Strategy will be an easy read/access version that will be created for distribution, to ensure it is accessible for all.</p>	Louise Forde	February 2023		Open

6a. Version control

Version Number	Purpose/Change	Author	Date
1	Draft version for review	Nicola Moore	22/12/2022

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made – so that you can refer to what changes have been made throughout this iterative process.

For further information, please see the EIA Guidance document on version control.

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6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

Approved by	Date approved
Head of Service	
Executive Director	
Cabinet Member	
Directorate Equality Group	

Publish:

It is recommended that all EIAs are published on Surrey County Council's website.

Please send approved EIAs to: **INSERT SHARED EMAIL ACCOUNT ADDRESS**

EIA author:

6c. EIA Team

Name	Job Title	Organisation	Team Role

If you would like this information in large print, Braille, on CD or in another language please contact us on:

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