

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions. Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Children's Services	Service area: Complex Needs
Lead person: Barbara Newton	Contact number: 0113 2475456

1. Title: Implementation of The Children and Families Act: SEND Reforms			
Is this a:			
<input type="checkbox"/>	Strategy / Policy	<input checked="" type="checkbox"/>	Service / Function
		<input type="checkbox"/>	Other
If other, please specify			

2. Please provide a brief description of what you are screening
<p>Proposals for the implementation of the requirements of The Children and Families Act 2014. This includes the three main strands of the legislation i.e.</p> <ul style="list-style-type: none"> • Education Health and Care Assessments and Plans • Personalisation and Personal Budgets • The Local Offer of services

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?		X
Have there been or likely to be any public concerns about the policy or proposal?		X
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect our workforce or employment practices?	X	
Does the proposal involve or will it have an impact on <ul style="list-style-type: none">• Eliminating unlawful discrimination, victimisation and harassment• Advancing equality of opportunity• Fostering good relations	X	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment. Please provide specific details for all three areas below (use the prompts for guidance).

• How have you considered equality, diversity, cohesion and integration?

Those impacted by the reforms are children and young people 0-25 with SEN and Disabilities and their families. Extensive consultation and engagement has taken place to determine how the reforms should be delivered locally. A Co-production approach has been used to ensure that those most affected by the service are able to influence the developments.

- **Key findings**

Children and young people with SEN and Disabilities will be positively helped by the reforms which increase personalisation, choice and control.

There should be no negative impact.

Families will be better informed about the services available to them in their local area, and will be able to feedback their views, identify gaps etc. This will be used to inform joint commissioning.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

The positive impact will be promoted through our new Local Offer website, Complex Needs Newsletter and other publications, as well as through partnership mobilisation and stakeholder engagement.

5. If you are *not* already considering the impact on equality, diversity, cohesion and integration you *will need to carry out an impact assessment*.

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Barbara Newton	Head of Complex Needs	26.08.2014

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

Date screening completed	26.08.2014
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	