

Appendix 3

Equality, Diversity,

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 and Families	Service area: Complex Needs
Lead person: Barry Jones	Contact number: 87284

1. Title: Preparing for Adulthood (PfA) Strategy 2017 -22022
Is this a:
<input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Please provide a brief description of what you are screening
<p>It is not only in the best interests of the individuals and families involved but also for the communities of Leeds and the city as a whole that collectively we have high aspirations for our children and young people with Special Educational Needs and Disabilities (SEND) and support them to transition into adulthood and reach their full potential.</p> <p>The Leeds Preparing for Adulthood strategy document links a set of actions and priorities to four outcomes for children and young people aged 14-25 with special educational needs and disabilities who are preparing for adulthood. It has been developed to comply with the Children and Families Act 2014 and demonstrate that we are having a positive impact on young people with SEND as they transition into adulthood.</p>

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?	✓	
Have there been or likely to be any public concerns about the policy or proposal?	✓	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	✓	
Could the proposal affect our workforce or employment practices?	✓	
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	✓	

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?**

(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The Preparing for Adulthood strategy has been an 18 month co-production project that has sought views, advice and guidance from the National Development Team for inclusion (NDTi), parents/carers, young people, practitioners and strategic leads across education, health, social care the voluntary sector. Co-production activity has involved two city-wide vision and strategy events, the roll out of a supported internships programme, an audit of Education Health and Care Plans (EHCPs), surveys and voice and influence sessions in some schools.

The aim of the strategy is based on a shared vision with intended outcomes, strategic priorities and indicators which demonstrate that we are having a positive impact on young people with SEND as they transition into adulthood. The strategy also intends to have a wider impact on all young people in Leeds who are preparing for adulthood.

The strategy refers to a set of four outcomes for children and young people aged 14-25 with SEND that we hope to achieve, three of which are directly linked to equality, diversity, cohesion and integration: Young people [with SEND], aged 14-25 will have friends and relationships and be able to make a positive contribution to the community they live in; Young people [with SEND], aged 14-25 will be enabled, empowered or supported to take part in learning, training or employment opportunities; Young people [with SEND], aged 14-25 will be able to live as independently as possible.

• **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

A review of 90 EHCPs from yr. 9-14 was undertaken to see what the current practice was in terms of preparing for adulthood. The review was undertaken by a team pulled together from key partners: Parents, Special Educational Needs (SEN) Statutory Assessment and Provision team, Educational Psychologist, SEN and Inclusion Team, SEN Coordinators, Specialist Inclusion Learning Centres, Transitions and Health. The review identified that preparing for adulthood didn't consistently feature in the EHCPs reviewed and that changes to templates, guidance and training would be helpful to enable front line practitioners to hold person centred reviews of EHCPs to ensure preparing for adulthood is a key focus. This work is underway.

Consultation work supported by the Voice Influence and Change (ViC) Team and an EP has been undertaken. Trees of life were used as tools to explore the hopes and aspirations of SEND young people. 67 trees were developed which outlined the hopes and aspirations of 73 young people ranging from year 8 to post 16 from 6 different schools. Most young people, either independently or with help created their own tree whilst a few people decided to work in groups.

The strategy, and its subsequent action plan will have a positive impact on children and young people aged 14-25 preparing for adulthood by allowing for greater independence with regards to independent or supported living, being able to look after their own health needs, being an active part of their community and having access to education, training and employment. The strategy should also allow for better joint-commissioning of services for these children and young people.

As part of a period of consultation about the final strategy document there was some feedback about the lack of consideration given to children and young people with the most profound disabilities and who will require lifelong care and never achieve full independence. There was no intention of not referring to this cohort of young people and a response to this feedback involved re-wording parts of the strategy.

As previously stipulated the overall aim of the strategy is a positive impact on all young people with SEND in Leeds who are preparing for adulthood. Specialists in the field have substantiated this ambition by saying that good, inclusive practice in education, health and care is good practice for all young people.

- **Actions**

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

The strategy aims to raise aspirations and ensure that children and young people aged 14-25 with SEND fulfil ordinary lives. We will share good practice examples and promote the work being done around the strategy by allowing young people to share their own experiences and inspire other young people through videos, talks in schools; complex needs newsletter articles, takeover events and use of social media platforms.

The four preparing for adulthood outcomes will be measured by a series of indicators, both sets of which are detailed in the strategy. There will be a further, more detailed action plan that will set out how the SEND partnership will work together to measure the impact of the strategy. The strategy will be steered by strategic work overseen by the complex needs partnership board and children and families trust board.

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
B. Newton	Head of Complex Needs	14.09.2017

	Service	
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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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	14.09.2017
If relates to a Key Decision - date sent to Corporate Governance	N/A
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	15.09.2017