



Equality Impact Assessment Template

Appendix C

Name of proposed Policy/Service/Decision:	
EIA carried out by:	
Date:	
Agreed by (EIA critical friend):	
Date:	
Signed off by Line Manager (screening)/Assistant Director (full EIA):	
Date:	
Date Passed to NCTEqualityandDiversity@nctrust.co.uk	

Please ensure you have read the guidance on Equality Impact Assessments before continuing with this form.

STAGE ONE – SCREENING

To be completed for all significant new or changes to policies, services, financial savings, or commissioning

A.	Briefly give an outline of the key objectives of the proposal, its intended outcome and who the beneficiaries are expected to be, i.e. staff, partner organisations, children, young people and families in our care, or the wider community				
B.	Are there any other policies, strategies etc that impact on this proposal, or which this proposal will impact? Please give details				
C.	Based on our existing data and evidence, will/does the implementation of the policy result in different impacts for protected groups?	Positive Impact	No impact	Negative impact	Please describe the impact for each of the protected groups and outline the evidence for your conclusion
	Disability	x			<p>The service will provide services for disabled children.</p> <p>The 2021 Census found in West Northamptonshire there are 8175 young people aged 0-24 who have a disability. In North Northamptonshire, there are 7405 young people aged 0-24 with a disability. As of April 2023, there are 422 children open to NCT's Disabled Children's Team. As of February 2023, there are 87 children receiving Personal Care and Support, which has increased from 68 in October 2022.</p>

Below shows a table with information taken from the 2022 School Census presenting Pupil Special Education Needs (SEN) Types.

Need	2022
SEMH (Social Emotional & Mental Health)	3401
SLCN (Speech, Language & Communication Needs)	3428
MLD (Moderate Learning Difficulty)	2594
SPLD (Specific Learning Difficulty)	2790
ASD (Autistic Spectrum Disorder)	2262

					OTH (Other Difficulty / Disability)	1008
					NSA (No Specific Assessment)	840
					SLD (Severe Learning Difficulty)	508
					PD (Physical Disability)	519
					HI (Hearing Impairment)	379
					VI (Visual Impairment)	199
					PMLD (Profound & Multiple Learning Difficulty)	110
					MSI (Multi-Sensory Impairment)	82

				<p>The highest level of need is SLCN (Speech, Language & Communication Needs), followed by SEMH (Social Emotional & Mental Health) and SPLD (Specific Learning Difficulty).</p> <p>In the Engagement Survey, we asked parents/carers their child's disability. The highest disability type for children of the responders who access short breaks services was Autism Spectrum Disorder (ASD) at 21%, followed by Speech, Language and Communication Needs (SLCN) at 14%. Parents / carer's children who are on the waiting list were very similar to the responders' children who were accessing short breaks, with the two highest disabilities being 24% of children who were Autistic and 17% having a speech, language or communication need. 72% of responder's children required either personal care or 1:1 support.</p> <p>The Disabled Children's Team identifies the the following as the main category of need for the children in their care:</p> <ul style="list-style-type: none"> • 68 (16%) children with disabilities • 109 (26%) children with disabilities – family support
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				<ul style="list-style-type: none"> • 99 (24%) children with disabilities – resource only • 5 (1%) children with emotional & behavioral difficulties • 10 (2%) children with learning disabilities (special educational needs) • 3 (1%) children with physical disabilities <p>This is not an exclusive list of the category of need for children open to DCT but includes the need that mentions disability.</p>
	Sexual Orientation	x		<p>The 2021 Census data found that in West Northamptonshire, 89.83% of people identified themselves as straight or heterosexual, 1.22% as gay or lesbian, 1.18% as bisexual, 0.26% as pansexual, 0.05% as asexual, 0.02% as queer and 0.02% as another sexual orientation. In North Northamptonshire, 90.53% of people identified themselves as straight or heterosexual, 1.16% as gay or lesbian, 1.01 as bisexual, 0.21% as pansexual, 0.05% as asexual, 0.01% as queer and 0.03% as another sexual orientation.</p>

					There is currently not data on the sexual orientation on the specific cohort this service will support (children with disabilities), however county data can provide a wider picture and context which is important to be aware of. The service will provide support services for children and young people of all sexual orientations.
	Sex	x			As of April 2023, open to NCT's Disabled Children's Team there are 142 (34%) females and 271 (66%) males. There is a significantly higher number of male children which will be considered when commissioning short breaks services.
	Gender Reassignment	x			There is currently no data on gender reassignment for our children with disabilities cohort, however this is an important issue that will be considered whilst commissioning this service. Nationally, approximately 30-50 children per week are being referred to a gender identity clinic. There are some studies which have suggested higher rates of gender dysmorphia in people with an intellectual disability compared to those without, however the research on this is very limited. This service will

					be commissioned to support all children and young people who might be going through the process of gender reassignment.																												
	Race	x			<p>The below table shows the ethnicity of the children open to NCT Disabled Children’s Team, as of April 2023:</p> <table border="1"> <thead> <tr> <th>Ethnicity</th> <th>% Of children</th> </tr> </thead> <tbody> <tr> <td>A - Any other Asian background</td> <td>2%</td> </tr> <tr> <td>A - Bangladeshi</td> <td>1%</td> </tr> <tr> <td>A - Indian</td> <td>1%</td> </tr> <tr> <td>A - Pakistani</td> <td>1%</td> </tr> <tr> <td>B - African</td> <td>6%</td> </tr> <tr> <td>B - Any other Black background</td> <td>4%</td> </tr> <tr> <td>B - Caribbean</td> <td>0%</td> </tr> <tr> <td>M - Any other mixed background</td> <td>2%</td> </tr> <tr> <td>M - White and Asian</td> <td>1%</td> </tr> <tr> <td>M - White and Black African</td> <td>1%</td> </tr> <tr> <td>M - White and Black Caribbean</td> <td>1%</td> </tr> <tr> <td>O - Any other ethnic group</td> <td>1%</td> </tr> <tr> <td>W - Any other White Background</td> <td>7%</td> </tr> </tbody> </table>	Ethnicity	% Of children	A - Any other Asian background	2%	A - Bangladeshi	1%	A - Indian	1%	A - Pakistani	1%	B - African	6%	B - Any other Black background	4%	B - Caribbean	0%	M - Any other mixed background	2%	M - White and Asian	1%	M - White and Black African	1%	M - White and Black Caribbean	1%	O - Any other ethnic group	1%	W - Any other White Background	7%
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W - Gypsy/Roma	0%
W - Traveller of Irish Heritage	1%
W - White British	63%
W - White Irish	1%
X - Information not yet obtained	5%

Most children with disabilities are White British (63%), followed by an Other White Background (7%) and African (6%).

The Northamptonshire School Census 2022 found that 68% of children were White British, followed by 12% of children were White Minority, 6% of children were Black and 6% of children were of Mixed ethnicity.

As of January 2023, 76% of children in care in Northamptonshire were White British. The second highest ethnic background of children in care was of Mixed ethnicity (10%), followed by Black or Black British (7%).

It is important to know the ethnic background of our children with

				<p>disabilities cohort, as well as the wider context of children in care and the general Northamptonshire child population. The children with disabilities population ethnic background are similar to the make up of the general child Northamptonshire population and children in care cohort.</p> <p>This service will provide support for children of all races and ethnicities, whilst acknowledging the different cultures of the children with disabilities cohort and ensuring the support meets their need. Therefore, these services should have an overall positive impact.</p> <p>Please note, the ethnicity categories are an agreed list of ethnic groups established by the Office for National Statistics and UK Government.</p>
	Marriage/Civil Partnership		x	<p>The Marriage and Civil Partnership (Minimum Age) Act 2022, which gained Royal Assent in April last year, has come into force on the 27th of February. It means that 16- and 17-year-olds will no longer be allowed to marry or enter a civil partnership, even if they have</p>

					parental consent. Therefore, this section is not applicable for children with disabilities under 18.																												
	Maternity/Pregnancy		x																														
	Age	x			<p>The below table shows the ages of the children open to NCT's Disabled Children's Team:</p> <table border="1"> <thead> <tr> <th>Age</th> <th>% of children</th> </tr> </thead> <tbody> <tr><td>0</td><td>0%</td></tr> <tr><td>1</td><td>1%</td></tr> <tr><td>2</td><td>1%</td></tr> <tr><td>3</td><td>2%</td></tr> <tr><td>4</td><td>2%</td></tr> <tr><td>5</td><td>3%</td></tr> <tr><td>6</td><td>5%</td></tr> <tr><td>7</td><td>6%</td></tr> <tr><td>8</td><td>5%</td></tr> <tr><td>9</td><td>6%</td></tr> <tr><td>10</td><td>8%</td></tr> <tr><td>11</td><td>6%</td></tr> <tr><td>12</td><td>8%</td></tr> </tbody> </table>	Age	% of children	0	0%	1	1%	2	1%	3	2%	4	2%	5	3%	6	5%	7	6%	8	5%	9	6%	10	8%	11	6%	12	8%
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	Religion or Belief	x			<p>The 2021 Census found that in West Northamptonshire:</p> <ul style="list-style-type: none"> 38.2% of people identified as having no religion 49.5% identified as Christian 0.4% identified as Buddhist 1.3% identified as Hindu 0.1% identified as Jewish 3.5% identified as Muslim 0.4% identified as Sikh 0.6% identified as any other religion 6.1% gave no answer <p>In North Northamptonshire:</p>												

				<p>42.6% of people identified as having no religion 47.9% identified as Christian 0.3% identified as Buddhist 1.3% identified as Hindu 0.1% identified as Jewish 1.2% identified as Muslim 0.5% identified as Sikh 0.5% identified as any other religion 5.6% gave no answer</p> <p>Religion and beliefs have only been recorded for 45% of our children in care and children with disabilities as it is not a statutory return therefore, we do not have any representative data. However, this service will provide homes and support for children and young people of all religions and beliefs.</p>
	Care experienced people, or looked after children and young people	x		<p>In the children with disabilities population (open to DCT), 6 (1.4%) children are on a Child Protection Plan, 3 (1%) of children are on an Interim Care Order, 25 (6%) children are on a Full Care Order and 18 (4%) of children are Accommodated under Section 20 (single period).</p> <p>This service will accommodate and support all care experienced or looked</p>

					after children with disabilities.
	Others, eg lone parents, people on low incomes, Travellers and Gypsies, those with caring responsibilities	x			<p>1 child is of Gypsy/Roma ethnicity and 3 children are Travellers of Irish Heritage.</p> <p>This service will accommodate and support all children of all ethnicities and cultures and ensure their needs are met.</p>

E.	Is there a robust, lawful justification for not changing the policy to remove disadvantage for a protected characteristic? If yes, please give details	No
If any of the protected characteristics are likely to be negatively impacted and cannot be lawfully justified, or further evidence is required to assess the impact on any of the characteristics, you are required to carry out a full Equality Impact Assessment. Please go to stage 2		

Result of initial Equality Impact Assessment

The above named policy has been considered and does not require a full equality analysis	
Initial EIA Carried out by:	
Date:	
Agreed by (EIA Critical Friend):	
Date:	
Signed off by: Line Manager, or Assistant Director if there is a justified negative impact on a protected characteristic	
Date:	

STAGE TWO – EVIDENCE AND IMPACT

Based on the knowledge you have gained from new evidence, determine actions, if any, are required to mitigate against any negative impact on the protected groups. If no action is required, please give reasons.				
	Action	Target Date for Completion	Person Responsible	Outcome
Disability				
Sexual Orientation				
Sex				
Gender Reassignment				
Race				
Marriage/Civil Partnership				
Maternity/Pregnancy				
Age				
Religion or Belief				
Care experienced people, or looked after children and young people				
Others, e.g. lone parents, people on low incomes, travellers and gypsies, those with caring responsibilities				

Engagement and involvement

A.	What additional evidence or stakeholder consultation have you considered?	
B.	For each engagement activity, please state who was involved, how and when they were engaged, and the key concerns/issues identified.	
C.	<p>What is the outcome of the evidence you have gathered? Has the policy been adjusted following initial review to remove barriers or to better advance equality? If so, what measures have been introduced to mitigate negative impacts?</p> <p>These measures should be carried out before the policy is implemented. However, where this is not possible, the action plan above must outline how and when you are going to achieve this.</p>	

How does the policy:	
Eliminate discrimination, harassment and victimisation	
Advance equality of opportunity	
Promote good relations between groups	

STAGE THREE: OUTCOME, PUBLICATION AND REVIEW

Final outcome

An EIA has been undertaken on this policy and meets the requirements of the Public Sector Equality Duty. The following decision has been taken: (please tick one box)		
	Approve – No major change	<p>Your analysis demonstrates that the policy is robust. The evidence shows no potential for discrimination and all appropriate opportunities to advance equality and foster good relations between groups have been taken.</p> <p>OR</p> <p>The proposal is being adopted, despite any adverse effect or missed opportunities to advance equality as you have satisfied the criteria that the policy is not unlawfully discriminatory.</p> <p>In cases where you believe discrimination is not unlawful because it is objectively justified, it is particularly important that you record what the objective justification is for continuing the policy, and how you reached this decision.</p>
	Adjust the policy	<p>This involves taking steps to remove barriers or to better advance equality. It can mean introducing measures to mitigate negative impacts.</p> <p>These measures should be carried out before the policy is implemented. However, where this is not possible, the action plan must outline how and when you are going to achieve this.</p>
	Stop and remove the policy	<p>If there are adverse effects that are not justified and cannot be mitigated, you will want to consider stopping the policy altogether.</p> <p>If a policy shows unlawful discrimination it must be removed or changed.</p>

Sign-off

When the actions listed above have been completed, a copy of this form should be sent to NCTEqualityandDiversity@nctrust.co.uk .
Please complete this page and the front page.

Full EIA Carried out by:	
Date:	
Agreed by (EIA critical friend):	
Date:	
Signed off by Assistant Director:	
Date:	