

Equality Impact Assessment / Equality Analysis Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	SEND Staffing
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Growth or Savings/Income?	Growth	FTE Reduction/Increase	
Brief Description and Aim <i>(no more than 100 words)</i>	<p>Reserves supported a temporary increase to staffing in December 25 for 1 year. This was driven by a business case to support temporary growth in the previous year's budget (see OFSTED Staffing growth) and increase staffing levels. These staff, already in post, are needed permanently to manage demand and ensure SEND caseloads are manageable and in line with South West averages.</p> <p>Without the additional staff caseloads and therefore complaints were high. The continued level of staffing is needed to mitigate this risk. We aim to provide a service that increases our compliance with statutory responsibilities and provides a better service to parents/carers and stakeholders.</p>		
Budget Reduction / Growth Value <i>(note year 2 value is the increase/decrease on year 1)</i>	Year	2026/27	2027/28
	Value (£000)	235	
Directorate/Service area and Cabinet Portfolio	Education – Paul May		
Impacts to Service Delivery <i>(no more than 100 words)</i>	Every year the SEND caseload grows as demand continues from our schools and parents. The staff are already in post and are making a difference. This has already had a positive impact on our service quality, statutory timescales, staff morale, and the reduction in complaints.		

Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Low – If the proposal approved, the staff already in post. If the proposal is not approved. This will have a significant impact on our service to children and families, as well as on our safety valve work. It will also jeopardise our SEND OFSTED inspection that will occur in 2026
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	Yes, it links to the additional staffing growth request in the budget SEND staffing growth. The total of these growth items enables the service to retain staff already in post, enabling a southwest average number of SEND cases per officer.
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail <i>(no more than 100 words)</i>	The growth will ensure we are able to deliver a service that is able to deliver the work stream of statutory SEND in our Safety Valve plan. This workstream aims to have a workforce that is enabled to make effective decisions on SEND case work that supports the delivery of our safety valve plan

Assessment of impact: 'Equality analysis'

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	How this proposal might advance equality	Potential negative or adverse impacts - and what steps can be taken to mitigate this	Potential knock-on impacts for other service areas/other proposals
1	Sex	It is noted that B&NES have a higher ratio of males with SEND 66.29%. The continued investment in staffing will ensure that access to support services for all	There are not anticipated to be any adverse or negative impacts on this protected characteristic.	The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics.

		children and young people with SEND will continue to improve.		
2	Pregnancy & maternity	The continued investment in staffing will ensure that levels access to support services for all children and young people with SEND will continue to improve	There are not anticipated to be any adverse or negative impacts on this protected characteristic.	The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics.
3	Gender reassignment	<p>The continued investment in staffing will ensure that access to support services for all children and young people with SEND will continue to improve</p> <p>Children and Young people will be signposted and supported to access relevant services such as Off The Record.</p>	There are not anticipated to be any adverse or negative impacts on this protected characteristic.	The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics.
4	Disability	<p>The highest category of need for CYP with an EHCP in B&NES is autism, followed by Social Emotional and Mental Health.</p> <p>The continued investment in staffing will ensure that access to support services for all children and young people with SEND will continue to improve</p>	There are not anticipated to be any adverse or negative impacts on this protected characteristic.	The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics.

5	Race	<p>In B&NES, we do have a poor outcome for some of our ethnic minority children and young people, with both higher levels of exclusion and lower educational outcomes. Some ethnic groups in B&NES are disproportionately overrepresented in our SEND data, e.g, children of mixed White Afro-Caribbean background are more likely to social & emotional mental health difficulties</p> <p>The continued investment in staffing will ensure that access to support services for all children and young people with SEND continues to improve.</p> <p>B&NES Race Equality Charter is inclusive of specialist schools. The aim is to improve awareness and outcomes for all children disadvantaged because of their ethnicity.</p>	There are not anticipated to be any adverse or negative impacts on this protected characteristic.	The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics.
6	Sexual orientation	The continued investment in staffing will ensure that access		The continued staffing levels will ensure we can provide a

		<p>to support services for all children and young people with SEND will continue to improve</p> <p>Children and Young people will be signposted and supported to access relevant services such as Off The Record.</p>	There are not anticipated to be any adverse or negative impacts on this protected characteristic.	high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics.
7	Marriage and civil partnership	NA	There are not anticipated to be any adverse or negative impacts on this protected characteristic.	The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics.
8	Religion/belief	The continued investment in staffing will ensure that access to support services for all children and young people with SEND will continue to improve	There are not anticipated to be any adverse or negative impacts on this protected characteristic.	The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics.
9	Age	EHCP's can last from the ages of 0-25. Current staffing levels enable the service to operate more effectively at key age transition points. For example, the service now has a greater focus on preparing for adulthood, that supports	There are not anticipated to be any adverse or negative impacts on this protected characteristic.	The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics.

		<p>children to prepare for leaving school, college and being ready for navigating life as an adult.</p> <p>The continued investment in staffing will ensure that access to support services for all children and young people with SEND will continue to improve.</p>		
B&NES Local Priority				
10	Socio-economically disadvantaged	<p>Children on free school meals are more likely to have SEND, and the improvement of support to children, through continued staffing levels with should improve the life chances of these children in the long term, by having access to a high-quality statutory SEND Service,.</p>	<p>There are not anticipated to be any adverse or negative impacts on this protected characteristic.</p>	<p>The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics</p>
11	Rural communities	<p>Rurality is a concern for families and young people. Transport services post-16 and the use of public transport in our rural communities do not provide easy access to ETE opportunities post-16.</p>	<p>There are not anticipated to be any adverse or negative impacts on this protected characteristic</p>	<p>The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics</p>

		SEND staff with lower caseloads will have time to work with families to explore barriers to transport and access to services		
12	Armed Forces Community	The Armed Forces community can experience discrimination and inconsistency in access to services, including education.	There are not anticipated to be any adverse or negative impacts on this protected characteristic	The continued staffing levels will ensure we can provide a high level of service across a wide range of adult & children's services, benefiting all equality areas and characteristics
13	Care Experienced	<p>The service works in partnership with the Virtual School to provide a dedicated SEND practitioner with a reduced case load to ensure the very best level of support to our care experienced young people.</p> <p>We work collaboratively with Social Care and the Virtual school to improve transition to adult services.</p> <p>Having adequate staffing levels enables us to maintain a improved focus on these children and young people.</p>	There are not anticipated to be any adverse or negative impacts on this protected characteristic	

Name of officer(s) conducting equality analysis: Chris Wilford

Signed off by: Chris Wilford, Director of Education and Safeguarding

Date: 14.11.25