

EQIA Submission – ID Number

Section A

EQIA Title

Implementation of agreements for Pupil Referral Units - PRUs - in Kent

Responsible Officer

Samantha Sheppard - CY CC

Approved by (Note: approval of this EqIA must be completed within the EqIA App)

Simon Smith - CY EDSSEN

Type of Activity

Service Change

No

Service Redesign

No

Project/Programme

No

Commissioning/Procurement

Commissioning/Procurement

Strategy/Policy

No

Details of other Service Activity

No

Accountability and Responsibility

Directorate

Children Young People and Education

Responsible Service

Education and SEND

Responsible Head of Service

Simon Smith - CY EDSSEN

Responsible Director

Craig Chapman - CY EDSSEN

Aims and Objectives

Kent County Council (KCC) has a statutory duty to ensure that all children and young people receive suitable education, under the Children and Families Act 2014 and the SEND Code of Practice (2015). This includes children and young people who have been, or who are at risk of, permanent exclusion from mainstream school for behaviour or health issues. Pupil Referral Units (PRUs) provide education to this cohort of children with a view to supporting reintegration into mainstream provision

There are five Behaviour and one Health Need PRUs in Kent, the majority of which are maintained by KCC, except Estuary Academy Alternative Provision (AP) and Olive Academy that are part of Academy Trusts. The Rosewood School is KCCs Health PRU.

Agreements between KCC and PRUs that detail expectations in relation to the delivery of provision have expired and revised legally binding contracts and / or agreements are required to provide clarity, accountability and legal protection to both parties in relation to the ongoing provision of this service.

The aim of this assessment is to determine the potential impact of implementing such contracts and agreements on children and young people who are being educated in, and adults that are working in PRU settings.

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

Yes

It is possible to get the data in a timely and cost effective way?

Yes

Is there national evidence/data that you can use?

Yes

Have you consulted with stakeholders?

Yes

Who have you involved, consulted and engaged with?

Headteachers and members of PRU Management Committees have been engaged in development of the revised contracts / agreements. This has included discussions to gather feedback on draft versions, and specific engagement to agree Performance Indicators for the agreements.

Has there been a previous Equality Analysis (EQIA) in the last 3 years?

No

Do you have evidence that can help you understand the potential impact of your activity?

Yes

Section C – Impact

Who may be impacted by the activity?

Service Users/clients

Service users/clients

Staff

Staff/Volunteers

Residents/Communities/Citizens

No

Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?

Yes

Details of Positive Impacts

The implementation of revised contracts / agreements will have a positive impact on all children and young people attending PRUs in Kent and those working within them due to:

- Improved clarity regarding the expectations related to provision of high-quality education for children and young people attending a PRU. This includes expectations in relation to attendance, breadth of curriculum, individualised learning plans, academic attainment, transition and onward pathways, qualifications of staff and attainment of outcomes from the Children and Young People's Outcomes Framework.

This clarity benefits children and young people from protected groups by ensuring that they are offered the same breadth of education and developmental opportunities as their peers, that there are individualised plans in place which take into consideration their needs and ambitions, and that the available education programme is accessible to them and is sensitive to needs associated with their protected characteristics.

- Improved accountability specifically in regard to the roles and responsibilities of KCC officers, PRU Headteachers, staff and Management Committee. This includes expectations in relation to the placements process, reporting and monitoring, safeguarding as well as partnership and collaborative working.

The improved accountability benefits those in protected groups by ensuring clear lines of responsibility and accountability that builds positive partnerships working and collaboration between KCC education, PRUs and mainstream schools, as well as other partners, such a KCC Youth Offending services and health providers.

Improved legal protection for both parties especially in relation to review, amendment and termination of the contract / agreement. This includes details of the process for amending the agreement to reflect changes in (for example) national legislation, as well as clearly defining the circumstances under which the agreement might be terminated and associated timescales. These arrangements ensure that children and young people attending PRUs are safe, protected from harm and / or poor practice and that their wellbeing can be planned and accounted for within any changes that are required to the provision.

Negative impacts and Mitigating Actions

19. Negative Impacts and Mitigating actions for Age

Are there negative impacts for age?

No

Details of negative impacts for Age

Not Applicable

Mitigating Actions for Age

Not Applicable

Responsible Officer for Mitigating Actions – Age

Not Applicable

20. Negative impacts and Mitigating actions for Disability

Are there negative impacts for Disability?

No

Details of Negative Impacts for Disability

Not Applicable

Mitigating actions for Disability

Not Applicable

Responsible Officer for Disability

Not Applicable

21. Negative Impacts and Mitigating actions for Sex

Are there negative impacts for Sex

No

Details of negative impacts for Sex

Not Applicable

Mitigating actions for Sex

Not Applicable

Responsible Officer for Sex

Not Applicable

22. Negative Impacts and Mitigating actions for Gender identity/transgender

Are there negative impacts for Gender identity/transgender

No

Negative impacts for Gender identity/transgender

Not Applicable

Mitigating actions for Gender identity/transgender

Not Applicable

Responsible Officer for mitigating actions for Gender identity/transgender

Not Applicable

23. Negative impacts and Mitigating actions for Race

Are there negative impacts for Race

No

Negative impacts for Race
Not Applicable
Mitigating actions for Race
Not Applicable
Responsible Officer for mitigating actions for Race
Not Applicable
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No
Negative impacts for Religion and belief
Not Applicable
Mitigating actions for Religion and belief
Not Applicable
Responsible Officer for mitigating actions for Religion and Belief
Not Applicable
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No
Negative impacts for Sexual Orientation
Not Applicable
Mitigating actions for Sexual Orientation
Not Applicable
Responsible Officer for mitigating actions for Sexual Orientation
Not Applicable
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No
Negative impacts for Pregnancy and Maternity
Not Applicable
Mitigating actions for Pregnancy and Maternity
Not Applicable
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Applicable
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No
Negative impacts for Marriage and Civil Partnerships
Not Applicable
Mitigating actions for Marriage and Civil Partnerships
Not Applicable
Responsible Officer for Marriage and Civil Partnerships
Not Applicable
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No
Negative impacts for Carer's responsibilities
Not Applicable
Mitigating actions for Carer's responsibilities
Not Applicable
Responsible Officer for Carer's responsibilities

Not Applicable