

### Equality Analysis Template – Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

<b>Name of policy, strategy or function:</b>	Special Needs Advice and Counselling Service (SNACS)
<b>Version and release date of item (if applicable):</b>	
<b>Owner of item being assessed:</b>	Jane Seymour
<b>Name of assessor:</b>	Jane Seymour
<b>Date of assessment:</b>	October 2015

<b>Is this a:</b>		<b>Is this:</b>	
<b>Policy</b>	<b>No</b>	<b>New or proposed</b>	<b>No</b>
<b>Strategy</b>	<b>No</b>	<b>Already exists and is being reviewed</b>	<b>Yes</b>
<b>Function</b>	<b>No</b>	<b>Is changing</b>	<b>No</b>
<b>Service</b>	<b>Yes</b>		

<b>1 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?</b>	
<b>Aims:</b>	To make a saving by removing the budget for the SNACS Service
<b>Objectives:</b>	
<b>Outcomes:</b>	
<b>Benefits:</b>	To contribute to council's savings target

**2 Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.**

**(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)**

<b>Group Affected</b>	<b>What might be the effect?</b>	<b>Information to support this.</b>
Age	No impact	
Gender reassignment	No impact	
Marriage and civil partnership	No impact	
Pregnancy or maternity	No impact	
Race, religion or belief	No impact	
Sex and sexual orientation	No impact	
Disability	Removal of specialist counselling service for parents of children who have SEN and Disabilities	

**Further Comments relating to the item:**

The council funds a counselling service specifically for the parents of children with disabilities. Looking after a disabled child can be physically and emotionally demanding and in some cases the emotional health of parents can suffer. The service was set up in response to evidence that the incidence of depressive illnesses is greater amongst parents of disabled children than in the general population. If parents are suffering from low mood / depression and are not receiving appropriate support, there can be a knock on effect on the child's welfare. The service is managed on behalf of the council by a care agency called Call Us. There are no permanent employees in the service. The service has a pool of counsellors with suitable qualifications and registration who also have some experience and knowledge of special educational needs and disability. Counsellors from the pool are allocated cases by the Coordinator in Call Us and are paid an hourly rate. Counselling is usually offered to parents on a time limited basis, although in some cases it can be more open ended.

The current budget for the SNACS Service is £10,000 per annum. The council proposes to remove this budget from the end of the current financial year.

If this budget is removed, there will be no access for parents of disabled children to a counselling service which is specifically designed to meet their needs and whose counsellors have knowledge of the particular issues facing families with a disabled child.

However, parents who require counselling should still be able to access it either through their GP or voluntary agencies.

### 3 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?

No

Please provide an explanation for your answer:

The savings proposal is no longer going ahead so there will be no impact on inequality.

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?

No

Please provide an explanation for your answer:

As above.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

### 4 Identify next steps as appropriate:

Stage Two required

No

Owner of Stage Two assessment:

Jane Seymour

Timescale for Stage Two assessment:

November 2015

Stage Two not required:

Not required

Signed: Jane Seymour

Date: 15.10.15