

BSP EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Children's services
Service Area	Education
Service/policy/function being assessed	Expansion of Smallwood Language Unit
Which borough (s) does the service/policy apply to	Wandsworth
Staff involved in developing this EINA	Andy Fish
Date approved by Directorate Equality Group (if applicable)	
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	29/04/26
Date submitted to Directors' Board	

1. Summary

Please summarise the key findings of the EINA.

This EINA relates to the proposed expansion of the Smallwood Language Unit in Wandsworth. The current provision supports pupils with identified speech, language and communication needs; the proposal is to increase capacity so that more children and young people can access specialist, targeted support within a school setting. The change is being proposed in response to continuing demand for specialist placements and to improve outcomes by reducing delays in access to appropriate provision.

- The evidence reviewed indicates that need for speech and language support is concentrated in statutory school-age cohorts, and that pupils with special educational needs and disabilities (SEND) can be under-represented in timely access to specialist provision when capacity is constrained. Increasing places is expected to improve equity of access for eligible pupils across the borough and support earlier intervention, which can help narrow attainment gaps, reduce escalation of need, and support inclusion in mainstream education where appropriate.
- Potential negative impacts are primarily operational during implementation (e.g., transition arrangements for pupils and short-term disruption while staffing and accommodation are put in place). These can be mitigated through clear, proactive communication with schools and families and phased implementation with transitional planning. These short-term challenges are expected to affect children under 11 with a primary need of speech, language and communication.
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2. Evidence gathering and engagement

a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

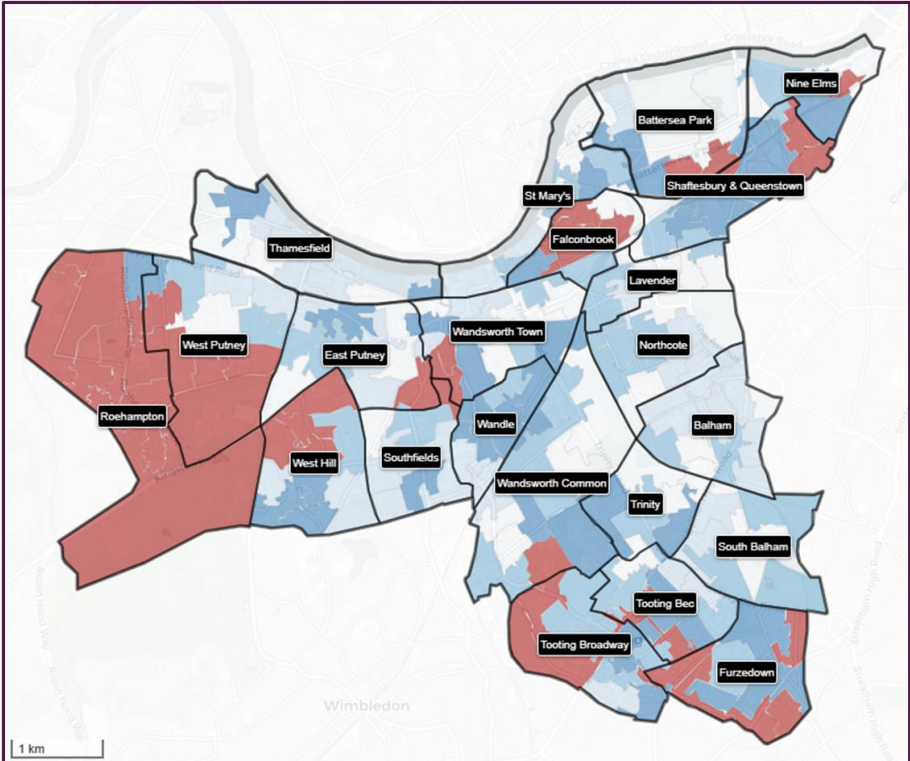
Evidence	Source
The Department for Education 'Schools, pupils and their characteristics' dataset (2024/25)	Schools, pupils and their characteristics, Academic year 2024/25 - Explore education statistics - GOV.UK
ONS Census (2021)	Census - Office for National Statistics (ons.gov.uk)

Indices of Deprivation (2025)	https://www.datawand.info/indices-of-deprivation-2025/
Annual Population Survey (2025) Economic Activity Data ONS – Data Wand	Economy - UTLA Wandsworth Report Builder for ArcGIS (datawand.info)
Wandsworth SEND Dashboard Commentary Report (Last updated: October 2025)	https://www.datawand.info/wp-content/uploads/2026/02/Wandsworth-SEND-Dashboard-Commentary-October-2025.pdf
Education, health and care plans: England 2024 (DfE SEN2; includes EHCPs by sex, January 2024 census)	https://explore-education-statistics.service.gov.uk/find-statistics/education-health-and-care-plans/2024
Joint Strategic Needs Assessment (2025)	Joint Strategic Needs Assessment (JSNA) - Wandsworth Borough Council
Regional and local authority data on immigration groups (Home Office 2025) <i>Regional and local authority data on immigration groups, year ending March 2025</i>	Regional and local authority data on immigration groups - GOV.UK
Asylum and resettlement datasets (Home Office 2023)	Asylum and resettlement datasets - GOV.UK (www.gov.uk)
Labour Market Profile – Employment (2024)	Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk)
Children looked after in England including adoptions <i>Local authority children looked after by characteristic (March 2024)</i>	Children looked after in England including adoptions, Reporting year 2024 - Explore education statistics - GOV.UK
GLA Population Projections of 2025 (2023)	DataWand – Population Explorer

b. Who have you engaged and consulted with as part of your assessment?

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
SEND & Inclusion / SEN Team	Confirmed the need to increase local specialist provision to reduce waiting times for placements and reliance on out-of-borough placements; highlighted importance of clear eligibility and transition planning.	2025	Built transition and communications mitigations into the proposal; committed to monitoring admissions and outcomes post-expansion.
Smallwood Primary School leadership / Governors	Discussed feasibility, space/staffing implications and phased implementation; emphasised maintaining inclusive whole-school culture and safeguarding of pupils moving into/out of the unit.	2025-2026	Adjusted implementation approach to be phased; included requirement for staffing plan and timetable that limits disruption to wider school.

3. Analysis of need

Protected group	Findings
<p>Age</p>	<p>The Smallwood Language Unit provides targeted specialist support for children and young people with speech, language and communication needs (SLCN). The proposed expansion will benefit primary-aged pupils and will help reduce delays in accessing appropriate provision. This resource base will have a positive impact on children aged 5–11. Wandsworth’s SEND dashboard reporting (last updated October 2025) highlights that the proportion of 0–25 residents with an EHCP continues to increase and that a substantial share of EHCPs are concentrated in the primary age range (particularly ages 5–10). Currently, 36.7% of our EHCP population is aged 5–10, compared to 33.3% for England overall.</p>
<p>Disability</p>	<p>All disability / SEND</p> <p>Wandsworth’s SEND Dashboard (last updated October 2025) reports the number of children and young people with an Education, Health and Care Plan (EHCP) by primary need. Around 29% of the EHCP population has speech and language as a primary need; this is the highest-prevalence primary need and is 5% above the national average. Smallwood already has 23.2% of the school population with an EHCP (with 45 of the 59 EHCPs in the current language unit); 78% of these have a primary need of speech, language and communication.</p> <p>This map shows where the highest density of EHCPs is located. Smallwood is located in Tooting Broadway, which has the highest concentration of EHCPs.</p> 

Percentage of children and young people with an EHCP 2025

- Low – Areas with the lowest number of EHCPs (bottom 20%).
- MedLow – Areas just above the lowest group.
- Medium – Areas in the middle range.
- MedHigh – Areas just below the highest group.
- High – Areas with the highest number of EHCPs (top 20%).

The map shows the areas of the borough where the proportion of children with EHCPs is highest. There are a large proportion of children with EHCPs living in/attending school in the Roehampton, West Putney and West Hill wards. Children in these wards will have a local provision that they can easily access, thus avoiding the need to travel long distances away from their communities.

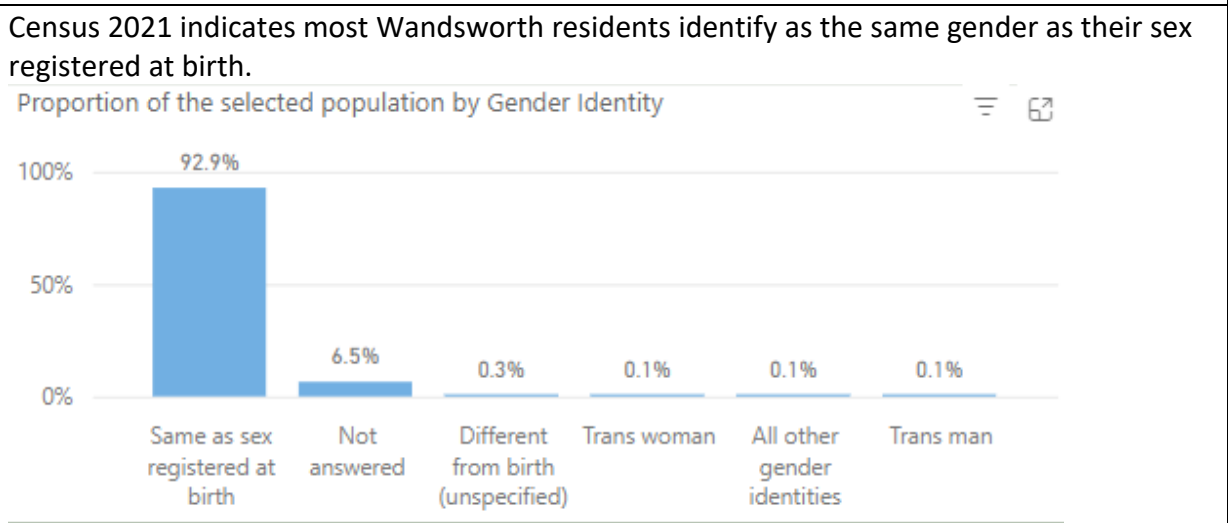
Sex

Using the DfE “Education, health and care plans: England 2024” release, which is derived from the statutory SEN2 return:

- Around 72% of pupils with an EHCP are male
- Around 28% are female

This pattern is consistent across the 5–10 age category. There is a higher prevalence of EHCPs among boys for needs such as autism spectrum disorder, SEMH, and speech, language and communication needs, which dominate the primary EHCP cohort nationally. This highlights the importance of monitoring referrals, assessment and placement pathways to ensure that girls are not under-identified and that access to the expanded Smallwood Language Unit is based on assessed need.

Gender reassignment

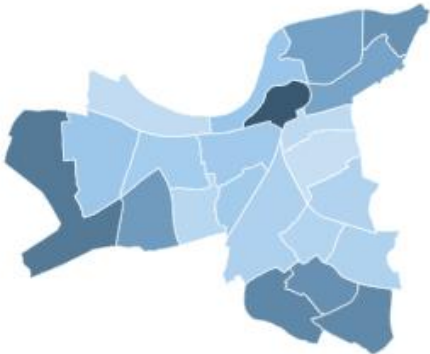


Marriage and civil partnership

Marriage and civil partnership status is generally not applicable to a school-age specialist provision. The service will instead focus on ensuring equitable access for families regardless of household composition and will use available proxy measures (e.g., lone parent households) where relevant.

Marital Status (Census 2021)	% of the borough
Married or in a registered civil partnership	55.81
Never married and never registered a civil partnership	32.99
Divorced or civil partnership dissolved	6.38
Widowed or surviving civil partnership partner	3.01
Separated, but still legally married or still legally in civil partnership	1.81

<p>Pregnancy and maternity</p>	<p>Pregnancy and maternity impacts are indirect for this proposal (as the service users are children and young people). Borough-level birth rate data provides context for future demand, but the key equality consideration is ensuring that parents/carers (including those who are pregnant or in the perinatal period) can access information, attend meetings and participate in decision-making. The service will provide accessible communications and offer reasonable flexibility for appointments (including remote options where appropriate).</p> <p>(Data Wand statistics)</p>																																										
<p>Race/ethnicity</p>	<p>Demographics</p> <p>Wandsworth is ethnically diverse (Census 2021). Ethnicity breakdown, numbers, and percentage, Census 2021, Wandsworth, London and England</p> <table border="1" data-bbox="316 853 1445 1507"> <thead> <tr> <th>Ethnicity</th> <th>Wandsworth</th> <th>Wandsworth %</th> <th>London</th> <th>London %</th> <th>England</th> <th>England %</th> </tr> </thead> <tbody> <tr> <td>Asian, Asian British or Asian Welsh</td> <td>38314</td> <td>11.7%</td> <td>1817640</td> <td>20.7%</td> <td>5426392</td> <td>9.6%</td> </tr> <tr> <td>Black, Black British, Black Welsh, Caribbean or African</td> <td>33062</td> <td>10.1%</td> <td>1188370</td> <td>13.5%</td> <td>2381724</td> <td>4.2%</td> </tr> <tr> <td>Mixed or Multiple ethnic groups</td> <td>20598</td> <td>6.3%</td> <td>505775</td> <td>5.7%</td> <td>1669378</td> <td>3%</td> </tr> <tr> <td>White</td> <td>222090</td> <td>67.8%</td> <td>4731172</td> <td>53.8%</td> <td>45783401</td> <td>81%</td> </tr> <tr> <td>Other ethnic group</td> <td>13442</td> <td>4.1%</td> <td>556768</td> <td>6.3%</td> <td>1229153</td> <td>2.2%</td> </tr> </tbody> </table> <p>The map below uses Census 2021 data to highlight where individuals who are Black, Asian & Minority Ethnic live within the Borough. This shows that they are more likely to reside in Clapham Junction, Roehampton, Queenstown and Tooting.</p>	Ethnicity	Wandsworth	Wandsworth %	London	London %	England	England %	Asian, Asian British or Asian Welsh	38314	11.7%	1817640	20.7%	5426392	9.6%	Black, Black British, Black Welsh, Caribbean or African	33062	10.1%	1188370	13.5%	2381724	4.2%	Mixed or Multiple ethnic groups	20598	6.3%	505775	5.7%	1669378	3%	White	222090	67.8%	4731172	53.8%	45783401	81%	Other ethnic group	13442	4.1%	556768	6.3%	1229153	2.2%
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	<p>Selected ethnicity by ward</p>  <p>For this proposal, the key consideration is whether children from Black, Asian and Minority Ethnic communities experience barriers to identification, referral or access to specialist SLCN provision (including due to language barriers, differing help-seeking routes, or wider inequalities associated with deprivation). The service will monitor referrals, admissions and outcomes by ethnicity and ward to identify any under-representation and will work with schools to ensure referral routes and information for families are accessible and culturally appropriate.</p>																				
<p>Religion and belief, including non belief</p>	<p>Census 2021 data shows a mix of religion and non-belief in Wandsworth. The expansion is not expected to have differential impacts by religion or belief; however, the service will ensure that engagement, meetings and school-based delivery are inclusive (e.g., consideration of faith-related observance where relevant) and that families can access information and participate regardless of belief.</p> <table border="1" data-bbox="316 1108 742 1541"> <thead> <tr> <th>Religion</th> <th>% of the borough</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>42.64</td> </tr> <tr> <td>No religion</td> <td>36.2</td> </tr> <tr> <td>Muslim</td> <td>9.92</td> </tr> <tr> <td>Not answered</td> <td>7.18</td> </tr> <tr> <td>Hindu</td> <td>1.96</td> </tr> <tr> <td>Buddhist</td> <td>0.7</td> </tr> <tr> <td>Other religion</td> <td>0.57</td> </tr> <tr> <td>Jewish</td> <td>0.54</td> </tr> <tr> <td>Sikh</td> <td>0.29</td> </tr> </tbody> </table>	Religion	% of the borough	Christian	42.64	No religion	36.2	Muslim	9.92	Not answered	7.18	Hindu	1.96	Buddhist	0.7	Other religion	0.57	Jewish	0.54	Sikh	0.29
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<p>Sexual orientation</p>	<p>The service will ensure that policies, curriculum and pastoral support are inclusive. Where relevant, the service will monitor and respond to feedback or complaints about discrimination or barriers to participation.</p> <p>The question was voluntary and only asked of people aged 16+ (n= 273,562). Locally, 14,224 (5.2%) of 16+ year olds were either gay/lesbian, bisexual or any other sexual orientation. This was lower than Inner London (6.4%) and higher than England (3.2%) and London (4.3%).</p> <p>Locally, males were more likely to identify as LGBTQ+ with the majority aged between 25-44 years (higher proportion aged 24-34 years old). In females, the majority of LGBTQ+ were</p>																				

	<p>more likely to be aged between 16-34 years (higher proportion aged 25-34 years old). England wide analyses show that majority of LGBTQ+ were aged 16-34. (Census 2021)</p>
<p>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups:</p> <ul style="list-style-type: none"> • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<p>Using the DfE “Special educational needs in England” statistics (latest releases 2024–25):</p> <ul style="list-style-type: none"> • Around 21–26% of all pupils nationally are eligible for FSM. • Around 43–44% of pupils with an EHCP are FSM eligible. • Around 38–39% of pupils on SEN Support (without an EHCP) are FSM eligible <p>This means pupils eligible for FSM are substantially over-represented among children and young people with EHCPs compared to the general school population. This project will positively impact this group of pupils.</p> <p>Deprivation (Indices of Deprivation 2025)</p> <p>Wandsworth is within the 35% least deprived Local Authorities (LAs) in England according to the 2025 IMD, whereas in 2019 it was amongst the 50% least deprived, ranking 193 of 296 local authorities and the 7th least deprived London Borough.</p> <p>Data shows that whilst Wandsworth as a whole is within the 35% least deprived local authorities in England, there are areas in Roehampton, Falconbrook and Tooting which are amongst the most deprived in the country (20% most deprived).</p> <p>The borough is among the least deprived local authorities in England for five of seven domains: Income; Employment; Education, Skills & Training, Health Deprivation & Disability; Barriers to Housing & Services). Wandsworth ranks in the least deprived 4% nationally for Education, Skills & Training.</p> <p>Wandsworth ranks among the 10 most deprived local authorities in England for Living Environment - and within London, it is the fourth most deprived borough in this dimension and remains in the 50% most deprived local authorities nationally for Crime in 2025.</p> <p>The borough’s relative ranking has improved across several domains including Employment, Health Deprivation & Disability, Barriers to Housing & Services and Crime. Despite an improvement in Crime, the borough still sits within the 50% most deprived local authorities nationally for this domain. The upward movement in Barriers to Housing & Services and Crime reflects a wider trend across London boroughs but notably, Wandsworth’s improved ranking in Employment and Health are among the largest in London, bucking the regional trend.</p> <p>Despite a slight improvement in relative rank, Wandsworth is still just within the 50% most deprived nationally for the Income of Deprivation Affecting Children Index (IDACI) – the average score for the borough indicates that 35% of children are affected by income deprivation. For the Income Deprivation Affecting Older People Index (IDAOPI). Wandsworth’s relative rank was stable between 2019 and 2025 – the average score indicates that 27% of older people in the borough are affected by income deprivation.</p> <p>No Wandsworth LSOAs were ranked amongst the 10% most deprived in England for the IMD and 72% of Wandsworth LSOAs are in the least deprived half nationally in 2025 – compared to 62% in 2019.</p>

Wards with the highest levels of deprivation are Falconbrook, Tooting Broadway, Wandsworth Town, Furzedown, and Roehampton – which are in the 20% most deprived nationally.

Variations in life expectancy across the borough are driven by inequalities between more deprived and less deprived areas. These are most evident in the 60 to 79 age group and are mainly driven by cancer and cardiovascular disease.

Employment

83.6% of individuals aged 16–64 are in employment in Wandsworth. By gender, 86.7% of males are in employment whilst 80.9% of females are in employment, according to Nomis data (June 2025). This is higher than both London (75.5%) and England (75.8%).

Unpaid Carers

The largest proportion of unpaid carers provide care for 9 hours or less (2.3%) (ONS Census 2021). This is lower than the London and England average. The table below shows the number of hours unpaid carers provide in Wandsworth. This is also lower than the London and England average across each field.

Place	9 hours or less	10 to 19 hours	20 to 34 hours	35 to 49 hours	50 or more hours
Wandsworth	2.3	0.8	0.6	0.7	1.4
London	2.6	1	0.8	0.9	2
England	3.1	1.2	0.8	1	2.6

Care Experienced People

Children in care

In 2024/25, Wandsworth’s rate was 37 per 10,000 (n=218), which was the 6th lowest in Inner London Boroughs, 61% lower than the England average and 32% lower than the London average. The latest Borough figure for 2024/25 was also lower than in 2020/21, having seen a 21% reduction during this time.

In March 2024, 9% of the looked after children population are unaccompanied asylum-seeking children and the majority of looked after children are 10+ years (60%) which is linked to a particularly high level of need for this age group (Department for Education, 2025).

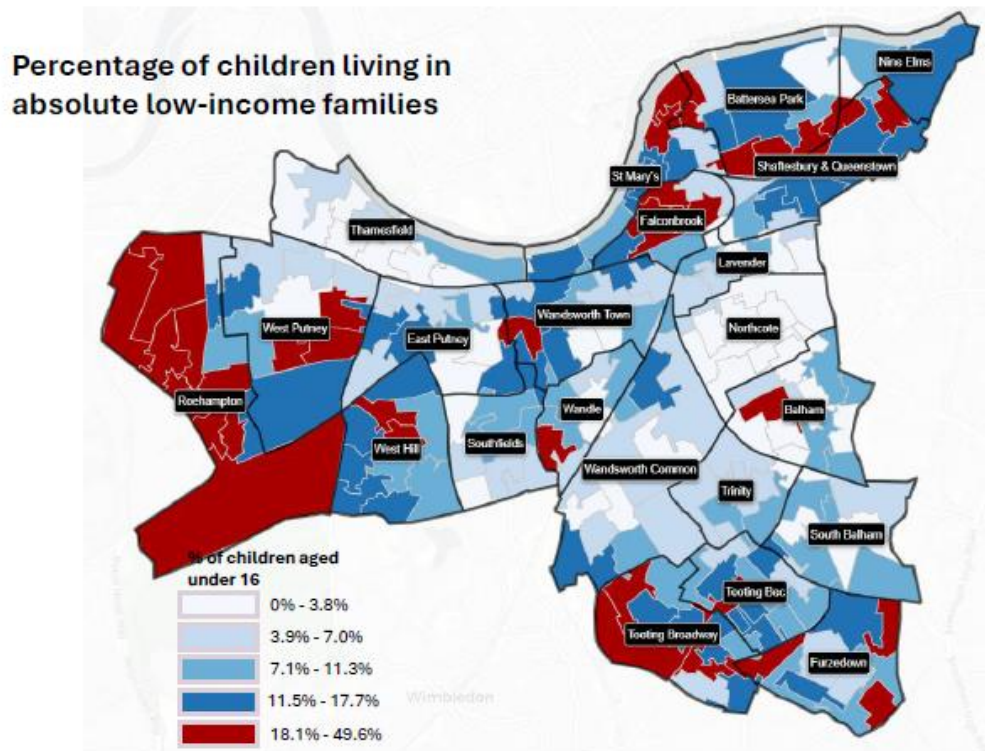
Single Parents

Census 2021 data highlighted that 8,281 households (6.0%) were Lone Parent families with dependent children.

Refugee Status

Home Office data from March 2023 notes that Wandsworth had 97 asylum seekers in receipt of support from the authority. This number has risen from 40 individuals in June 2021. Only three other London Boroughs have fewer asylum seekers in receipt of support.

Home Office data from 2025 on ‘Regional and local authority data on immigration groups’ notes that Wandsworth has 1,450 asylum seekers residing within the borough. This represents 0.4% of the population. This has risen from 1,304, representing a 9% increase in one year.



Data gaps

Data gap(s)	How will this be addressed?

4. Impact

Protected group	Positive	Negative
Age	Improved access for school-age pupils who need specialist SLCN support by increasing capacity, potentially reducing waiting times and supporting earlier intervention.	Risk of short-term disruption during implementation or transition for existing cohorts. Mitigation: phased implementation and individual transition planning.
Disability	Increased access to specialist support for pupils with SEND (including SLCN)	If not well coordinated, risk that pupils with multiple/complex needs may

	and potential reduction in barriers linked to limited capacity; improved outcomes through targeted provision and therapy-informed practice.	experience unmet adjustments or uneven access. Mitigation: clear eligibility, reasonable adjustments, and monitoring of admissions/outcomes by need type.
Sex	More capacity should improve access for eligible pupils regardless of sex; monitoring can help ensure consistent identification and admissions.	While boys are predominantly identified with SEND, mitigations will be put in place to ensure that a range of presentations of SEN can be identified Mitigation: monitor referrals/admissions by sex and provide guidance to schools on consistent identification and criteria.
Gender reassignment	Inclusive policies and a safe environment support all pupils and families to access the service without discrimination.	No specific negative impact identified; school safeguarding and inclusion policies would be applied to mitigate any potential issues. Mitigation: staff training and clear reporting/response routes.
Marriage and civil partnership	Not a relevant determinant for access to school-age specialist provision; family engagement will be inclusive regardless of household status.	No negative impact identified.
Pregnancy and maternity	Indirect positive impact through accessible communications and flexible engagement with parents/carers (including those who are pregnant or with very young children).	No specific negative impact identified; potential barrier if meetings are inflexible. Mitigation: offer alternative times/remote options where appropriate.
Race/ethnicity	Increased capacity may improve equity of access if monitoring and outreach address any under-representation; accessible information supports families who face language or system-navigation barriers.	Risk of unequal access if referral routes are not understood equally across communities. Mitigation: clear published criteria, accessible communications and monitoring by ethnicity/ward.
Religion and belief, including non belief	Inclusive engagement and consideration of observance supports equitable participation for families from different faith backgrounds.	No specific negative impact identified; mitigations relate to ensuring engagement is inclusive and flexible where required.
Sexual orientation	Inclusive practice supports equitable engagement with parents/carers regardless of sexual orientation.	No specific negative impact identified. School safeguarding and inclusion policies would be applied to mitigate any potential issues. Mitigation: inclusive policies, staff training and clear reporting/response routes.
Socio-economic status	Increasing local specialist places may support more equitable access for	Risk that families with fewer resources face barriers to engagement (time,

(to be treated as a protected characteristic under Section 1 of the Equality Act 2010)	children in more deprived areas (e.g., wards with higher deprivation) by reducing delays and supporting earlier intervention. Accessible information and clear pathways can reduce barriers linked to low income or digital exclusion.	travel, digital access) or that referral pathways vary by area. Mitigation: proactive communications via schools, flexible engagement options, and monitoring by ward/deprivation.
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5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
Establish baseline and ongoing monitoring of referrals, admissions, and outcomes for the Language Unit, broken down by protected characteristics (where available) and by ward/deprivation; review termly and act on any identified under-representation.	SEND & Inclusion Lead (TBC)	Within 1 term of implementation
Publish clear eligibility, referral routes and key contacts for the expanded provision; provide accessible communications for families (including alternative formats and support via schools) and brief SENCOs on consistent referral expectations.	SEN Team / Comms (TBC)	Before expansion
Implement a phased transition plan for existing and incoming pupils (including individual plans and agreed review points) and confirm the staffing/therapy model for the expanded provision, including training/support for mainstream staff to promote inclusion.	School & SLT Leads (TBC)	Before go-live; review after 2 terms

6. Further Consultation

Consultation planned	Date of consultation
Publication of statutory notice	Monday 11 May 2026
4-week statutory consultation period for proposals. Offer meetings with relevant Governing Boards, parents, school staff.	Monday 11 May – Sunday 14 June 2026
Report back to Children's Services' SMT on outcome of statutory consultations	End of June 2026