



EQUALITY IMPACT ASSESSMENT

Partial Assessment Form

Policy, practice, function or project assessed	Safeguarding Children Policy
Lead Officer	Steve Hampson
Team	Steve Hampson, Paul Williams, Andrew Francis
Start date of assessment	11/08/09
Completion of assessment	

Please use this form to record your findings in relation to the assessment of an existing policy, function, service or practice.

A. POLICY, PRACTICE, FUNCTION OR PROJECT TO BE ASSESSED

A1. Please describe what are the main aims, objectives, purpose and intended outcomes of the policy or function?

The objectives of the Safeguarding Children policy are:

- To improve senior management commitment and accountability
- To create a clear understanding amongst staff and councillors of the council's safeguarding responsibilities
- To ensure services for children are safe and accessible
- To ensure children and young peoples views are taken into account
- To put in place a programme of staff training and continuing professional development
- To put in place safer recruitment vetting procedures and procedures for responding to allegations against staff
- To put in place effective inter Agency working to safeguard and promote the welfare of children
- To improve information sharing

A2. Is this policy or function associated with any other Council policy or priority?

The Safeguarding Children Policy is associated with several other Council policies. These include Complaints Handling, Whistle Blowing Policy, Domestic Abuse policies and the Code of Conduct.

A3. Who are the intended beneficiaries/stakeholders of the policy or function? How many people are affected and from what sections of the community?

The key beneficiaries of the policy are children up to the age of 18, across South Cambridgeshire. The policy also provides a formalised approach for staff and members who may find themselves dealing with safeguarding issues.

A4. Is the policy/function corporate and far-reaching?

The Policy is a crosscutting county-wide initiative, so is both corporate and far reaching.

A5. Are you expecting to make any significant change to the policy or service in the near future? If so, please give details.

The Policy will be reviewed every two years.

A6. Is this a new or existing policy or function?

It is a revision of an existing Policy from 2004.

B. EVIDENCE/ DATA and CONSULTATION

It is important to consider all information that is available in determining whether the policy or function could have a differential impact. Please attach examples of monitoring information, research or consultation reports.

B1. What monitoring or other information do you have about relevant target groups, which will show the impact of the policy or function?

Although relevant monitoring questions are posed using the single response form, this data has not been meaningfully collated and analysed. This will form part of the Action Plan.

B2. Have you compared the data you have with the equality profile of the local population? What does it show?

See B1. This will be an important element of future work by the Safeguarding Children Group. The success of this exercise will partly be influenced by the sensitive nature of child protection data.

B3. Have you identified any improvements or other changes that could be made from monitoring the data?

The result of monitoring referrals to the County Council will be used to help influence future versions of the Safeguarding Children Policy.

B4. Have you consulted or involved external stakeholders about the policy or function? If so, what were their views?

The Local Safeguarding Children Board (LSCB) has had extensive influence over the formation of the Safeguarding Children Policy.

B5. Have you undertaken any consultation with staff to assess their perception of any impacts of the policy or function? If so, what has been learnt from them?

Staff have been consulted through the Safeguarding Children Group, which comprises of 15 officers from across the authority.

B6. Please provide information about any other consultation, research, or involvement undertaken in relation to this impact assessment.

NA

C1. IMPACT OF THE POLICY OR FUNCTION		
Assess the potential impact on each of the equality strands/groups. The impact could be negative, positive or neutral. If you assess a negative impact for any of the groups then you will need to assess whether that impact is low, medium or high. Refer to the evidence you use.		
DESCRIPTION OF IMPACT	Nature of Impact (Positive, Neutral, Adverse)	Extent of Impact (Low, Medium, High)
GENDER: Identify the potential impact of the policy or function on men and women	Neutral	
The Safeguarding Children Policy seeks to safeguard all children from harm, irrespective of gender.		
RACE: Identify the potential impact of the policy or function on different race/ethnic groups	Neutral	
The Safeguarding Children Policy seeks to safeguard all children from harm, irrespective of race.		
DISABILITY: Identify the potential impact of the policy or function on disabled people	Neutral	
The Safeguarding Children Policy seeks to safeguard all children from harm, irrespective of disability.		
AGE: Identify the potential impact of the policy or function on different age groups	Positive	
The Policy is specifically targeted at ensuring the safety of children and accordingly has a positive impact. A separate policy will address protection of vulnerable adults in the future.		
SEXUAL ORIENTATION: potential impact of the policy on lesbian, gay men, bisexual or heterosexual people	Neutral	
The Safeguarding Children Policy seeks to safeguard all children from harm, irrespective of sexual orientation.		
RELIGION/FAITH: Identify the potential impact the policy on different religious/faith groups	Neutral	
The Safeguarding Children Policy seeks to safeguard all children from harm, irrespective of religion of faith.		
OTHER		

PLEASE NOTE: Following completion of the section above, if the nature of the impact is adverse then you may need to proceed to a full equality impact assessment.

C2. Could you minimise or remove any adverse or potential impact that is high, medium or low significance, in advance of a full impact assessment? Explain how.

N/A

C3. Does the policy or function actively promote equal opportunities and good community relations? Or could changes be made so that it does so?

The policy clearly identifies that there is a legal obligation on the Council to safeguard children from harm, irrespective of their personal circumstances or backgrounds.

C4. Please provide any further information, qualitative or quantitative that does not fit into the questions but you feel has a likely impact on this assessment.

D. CONCLUSIONS			
D1. Was there sufficient data to complete the partial assessment?	Yes?	<input type="checkbox"/>	If “NO”, what arrangements are in place for evidence gathering and continuing with the assessment? A commitment will be made through the Action Plan to initiate a comparison between the make up of referrals submitted to County by SCDC and, the overall figure. This may help to highlight any issues in the future.
	No?	✓	
D2. Is the outcome of the partial assessment that the policy or function would have an adverse impact (medium or high impact) on one or more target group?	Yes?	<input type="checkbox"/>	If “YES”, will you proceed to a full assessment? If so, what arrangements are in place to carry out the full assessment?
	No?	✓	
D3. Is the outcome of the partial assessment that the policy or function would have a neutral or positive impact on equalities?	Yes?	✓	If “YES”, have you included proposals in the Action Plan to further improve the impact of the policy or function on equalities? Yes Do you plan to review the service or policy again in future to assess whether there has been any change? If so, when? The Policy will be reviewed every two years.
	No?	<input type="checkbox"/>	Has the Equalities Steering Group and the Consultative Forum reviewed the assessment? If so what were their comments? No
D4. Do you have any other conclusions/outcomes from the partial assessment? The key conclusion is that an improved system for monitoring referral data to the County Council needs to be put in place. Currently, sexual orientation is not questioned through the single response form, and this will be queried with County.			

ACTION PLAN for enhancing existing practice

Recommendation/ issue to be addressed	Planned Milestone	Planned completion of milestone (date)	Officer Responsible	Progress
Investigate ways to compare monitoring data with the County Council.	April 2010		Steve Hampson, Safeguarding Children Group	
Provide an ongoing training programme for staff who have contact with children.	April 2010		Steve Hampson, Safeguarding Children Group	

RESOURCES

Does the above action plan require any additional resources?

No

ARRANGEMENTS FOR MONITORING

Please give your plans for monitoring the achievement of the above actions.

Achievements will be monitored by the Safeguarding Children Group and the SCDC Equalities Team.

SIGN OFF: The officers below confirm that this partial assessment has been completed in accordance with the Council's guidance

Signature of Lead Officer

Date:

Signature of Corporate Manager or Chief Officer:

Date:

Please retain the original form on your service area and return a copy of the completed form to the Equality & Diversity Officer.