

Equality Impact Assessment Form

Please ensure that you refer to the **'Equality Impact Assessment Guidance'** while completing this form. If you would like further guidance please contact the Equalities Officer or Equalities Team

Details
Name of Initiative to be assessed: Safeguarding Policy
Name of responsible officer: Annabel Lloyd
Group/Directorate: Social Services
Service Area: Safeguarding
Date: 17 th September 2015

(a) WHAT ARE YOU ASSESSING FOR IMPACT ?

Service/ Function <input type="checkbox"/>	Policy/ Procedure <input checked="" type="checkbox"/>	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>	Proposal <input type="checkbox"/>	Information/ Position statement <input type="checkbox"/>
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(b) Please name and describe below

Corporate Safeguarding Policy

(c) IS THE DELIVERY OF THIS INITIATIVE AFFECTED BY LEGISLATION OR OTHER DRIVERS SUCH AS CODES OF PRACTICE?

If so, please identify what and how?

Our legislation in various acts that are identified below enshrines the right to protection from abuse . The legal starting point in achieving this objective is professionals' duty to report allegations of abuse and neglect. The law also identifies the Local Authority as the lead organisation in making enquiries to identify whether an individual is at risk and in coordinating the response to protect. In practice we know that this work never happens in isolation or without clear leadership and accountability for this work which is equally set out in law, along with the duty to cooperate and collaborate with others is equally clearly set out within the law.

The Council knows and recognises that good practice in safeguarding brings together all activity aimed at promoting safe practice with vulnerable groups and preventing abuse and neglect. For this reason, and because the law, policy, guidance and regulations change from time to time, it is impossible to provide an exhaustive list of relevant documents but we have include the most significant items here;

- **Violence Against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015**
- **Social Services and Well- Being Act 2014**
- **Children Act 1989 and 2004**
- **Housing Act 2004**
- **Licensing Act 2003**
- **Education Act 2002**
- **Human Rights Act 1998**
- **Working Together Under The Children Act 2004**
- **Keeping Learners Safe- The role of local authorities, governing bodies and proprietors of independent schools under the Education Act 2002**

(d) Does the initiative directly affect service users, employees or the wider community?

- Yes Continue assessment
 No No need to continue screening or carry out an EqIA

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Screening/Relevance Test: Is an equality impact assessment required?

Screening is used to decide whether the initiative you are responsible for has a high or medium negative impact on any of the protected groups and will require a full EqlA. Please highlight the positive impact the decision will have on the protected characteristics.

What will be the effect on :-

Protected Characteristic	Impact? <i>Include Positive and Negative</i>
Age	Low impact as this is a policy we wish to update to ensure that safeguarding is a corporate responsibility across the council and with our partners.
Disability	As above
Gender Reassignment	As above
Marriage & Civil Partnership	As above
Pregnancy and Maternity	As above
Race	As above
Religion or Belief	As above
Sex	As above
Sexual orientation	As above
Carers	As above
Welsh Language	As above

If after completing the EqlA screening/relevance test you determine that this service/function/policy/project is not relevant for an EqlA you must provide adequate explanation below (Please use additional pages if necessary).

A full EQIA is not being carried out because it is an information report and awaiting approval for policy to be agreed.

Are you happy that you have sufficient evidence to justify your decision?

YesX... No

Signed Annabel Lloyd _____ Position _____ Head of service _____

N.B. If the initial screening process has identified actual or potential high or medium negative impact on a particular group or groups then you MUST carry out a full EqlA.

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Full Equality Impact Assessment

You should use the information gathered at the screening stage to assist you in identifying possible negative/adverse impact, including positive impact, and clearly identify which protected groups are affected.

In terms of any disproportionate / negative / adverse impact that the proposal may have on a protected group, what steps (if any) could be taken to reduce that impact for each group identified. Attach a separate action plan if necessary.

If ways of reducing the impact have been identified but are not possible, please explain why they are not possible.

Please highlight positive impacts and actions that have been identified as a result of the assessment process.

Evidence Sources

(i) Give details of any data or research that has led to your reasoning above, in particular, the sources used for establishing the demographics of service users.

(ii) Give details of how you have engaged with service users on the proposals and steps to avoid any disproportionate impact on a protected group and how you have used any feedback to influence your decision.

Are you satisfied that the engagement process complies with the requirements of the Statutory Equality duties?

Decision Log – (detail how Elected Members and Senior Managers have been involved in the decision process (give dates of key meetings and decisions made)

Review

Date of Next Review:

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If review is not required, explain why.

Approved by:

Signature:

Job Title:

Approval date:

Date of Update:

Update recording