

Equality Impact Assessment

Name of policy/ procedure/ practice to be assessed	Safeguarding Children & Adults at Risk of abuse and neglect policy		Date of Assessment	4th August 2015	
Is this a new or existing policy/ procedure/ practice?	Revised Policy	Officer responsible for the Assessment	Stephanie Ivey	Department	Legal & Democratic Services
1. Briefly describe the aims, objectives and purpose of the policy/ procedure/ practice?	<p>Tamworth Borough Council has both a legal and moral duty to protect children and adults with care and support needs from harm and abuse. The Children Acts 1989 and 2004 along with the associated statutory guidance set out our legal responsibilities for protecting children. The Care Act 2014 along with associated statutory guidance recognises and reinforces that organisations make a significant contribution to adult safeguarding.</p> <p>The policy provides clear definitions of what constitutes abuse and the procedure that staff/members should follow if they have concerns about the welfare of a child or adult at risk.</p>				
2. Are there any associated policy/ procedure/ practice which should be considered whilst carrying out this equality impact assessment?	Information Sharing Protocol, Acceptable Use Policy, Whistleblowing Policy				
3. Who is intended to benefit from this policy/ procedure/ practice and in what way?	Service users, our staff, partner agencies, stakeholders and the wider community.				
4. What are the desired outcomes from this policy/ procedure/ practice?	The Safeguarding Children & Adults at risk of abuse and neglect policy is an overarching statement of the Council's commitment to protect those children and adults who have been identified as being 'at risk' of harm or abuse being referred to the appropriate services to protect them.				
5. What factors/ forces could contribute/ detract from the outcomes?	<p>Factors to contribute to positive outcomes are</p> <ul style="list-style-type: none"> • commitment to the policy from staff 				

	<ul style="list-style-type: none"> • staff recognising and accepting that abuse does take place • staff confident to raise concerns with the appropriate team about a child or adult at risk <p>Factors that could detract are:</p> <ul style="list-style-type: none"> • lack of training for staff around the policy and associated procedures • a reluctance of staff to share information about their concerns • a fear that they may make a wrong decision. 		
6. Who are the main stakeholders in relation to the policy/ procedure/ practice?	Staff, Councillors, Staffordshire Safeguarding Children Board, Staffordshire & Stoke-on-Trent Adult Safeguarding Partnership		
8. Which individuals/ groups have been/ will be consulted with on this policy/ procedure/ practice?	<p>Please explain</p> <p>Staffordshire Safeguarding Children Board, Staffordshire & Stoke-on-Trent Adult Safeguarding Executive Board, Organisational Development, Tamworth Borough Council Corporate Management Team, Internal Audit, Portfolio Holder for Communities and Public Health</p>		
9. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact on racial groups?	Y	N <input checked="" type="checkbox"/>	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p> <p>All aspects of vulnerability are at the forefront of this policy.</p>
10. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to gender?	Y	N <input checked="" type="checkbox"/>	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p> <p>There are no gender specific issues.</p>

11. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to them being transgender or transsexual?	Y	N X	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).
12. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to disability?	Y	N X	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).
13. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to sexual orientation?	Y	N X	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).
14. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to age?	Y	N X	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).
15. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to religious belief?	Y	N X	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).
16. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact on Gypsies/ Travellers?	Y	N X	Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).

<p>17. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to dependant/caring responsibilities?</p>	Y	N X	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p>
<p>18. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to them having an offending past?</p>	Y	N X	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise). Dependant on the type of offence committed if the offence bars the individual from working with children or adults at risk</p>
<p>19. Are there concerns that the policy/ procedure/ practice could have an impact on children or vulnerable adults?</p>	Y	N X	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise). Will be a positive impact as it will support and identify specific needs.</p>
<p>20. Does any of the differential impact identified cut across the equality strands (e.g. elder BME groups)?</p>	Y	N X	<p>Please explain</p>
<p>21. Could the differential impact identified in 9 – 20 amount to there being the potential for adverse impact in this policy/ procedure/ practice?</p>	Y	N X	<p>Please explain</p>
<p>22. Can this adverse impact be justified:</p> <ul style="list-style-type: none"> • on the grounds of promoting equality of opportunity for one group? • For any other reason? 	Y	N	<p>Please explain for each equality heading on a separate piece of paper (questions 9 – 20).</p>

23. As a result of carrying out the equality impact assessment is there a requirement for further consultation?	Y <input type="checkbox"/>	N <input checked="" type="checkbox"/>	Please explain
24. As a result of this EIA should this policy/ procedure/ practice be recommended for implementation in it's current state?	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>	Please explain

PLEASE COMPLETE THE FOLLOWING ACTION PLAN FOR ALL IMPACT ASSESSMENTS

Equality Impact Assessment Action Plan

Complete the action plan demonstrating the changes required in order to meet TBC's commitment to equality and diversity. The action plan must contain monitoring arrangements, the publishing of results and the review period required for this policy.

ACTION/ ACTIVITY	RESPONSIBILITY	TARGET	PROGRESS
Monitoring arrangements:		Data collected quarterly	
Publication:			
Review Period:		Reviewed 12 monthly unless otherwise stated	

Expand as appropriate

Signed
(Completing Officer).....

Date

Signed
(Head of Department)

Date

Signed
Corporate Diversity/ Equality

Date