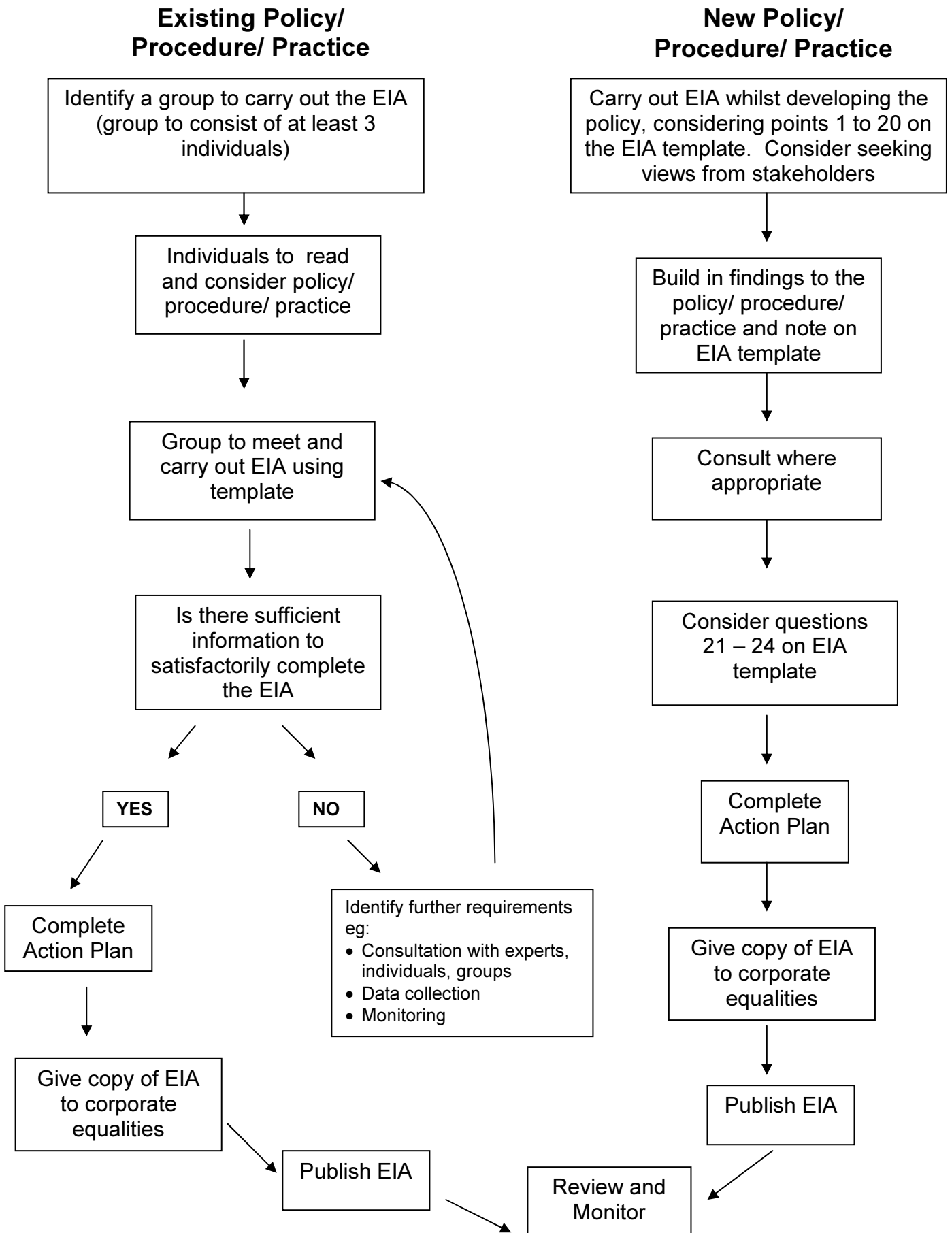


*Tamworth*  
Borough Council



# **Equality Impact Assessment Toolkit**

# Equality Impact Assessment Procedure



# Equality Impact Assessment Template

<b>Name of policy/ procedure/ practice to be assessed</b>	<b>Safeguarding Children &amp; Vulnerable Adults Protection Policy</b>		<b>Date of Assessment</b>	<b>4<sup>th</sup> August 2011</b>	
<b>Is this a new or existing policy/ procedure/ practice?</b>	<b>Revised Policy</b>	<b>Officer responsible for the Assessment</b>	<b>Robert Mitchell</b>	<b>Department</b>	<b>Communities, Planning &amp; Partnerships</b>
<b>1. Briefly describe the aims, objectives and purpose of the policy/ procedure/ practice?</b>	<p>Tamworth Borough Council has both a legal and moral duty to protect vulnerable children and adults from harm. The Children's Acts 1989 and 2004 along with the associated statutory guidance set out our legal responsibilities for protecting children. 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 vulnerable adult.</p>				
<b>2. Are there any associated policy/ procedure/ practice which should be considered whilst carrying out this equality impact assessment?</b>	<p>Information Sharing Protocol, Acceptable Use Policy</p>				
<b>3. Who is intended to benefit from this policy/ procedure/ practice and in what way?</b>	<p>Service users, our staff, partner agencies, stakeholders and the wider community.</p>				
<b>4. What are the desired outcomes from this policy/ procedure/ practice?</b>	<p>This Safeguarding Children &amp; Vulnerable Adult Protection policy is an overarching statement of the Council's commitment to protect those children and vulnerable adults who have been identified as being 'at risk' of harm being referred to the appropriate services to protect them.</p>				
<b>5. What factors/ forces could contribute/ detract from the outcomes?</b>	<p>Factors to contribute to positive outcomes is commitment to the policy from staff and that staff recognise and accept that abuse does take place and that they are confident to raise concerns about a child or vulnerable adult with the Designated Child Protection Officers. Factors that could detract are: Lack of training for staff around the policy and</p>				

	associated procedures. A reluctance of staff to share information about their concerns. A fear that they may make a wrong decision.		
<b>6. Who are the main stakeholders in relation to the policy/ procedure/ practice?</b>	Staff, Councillors, SSCB		
<b>8. Which individuals/ groups have been/ will be consulted with on this policy/ procedure/ practice?</b>	<b>Please explain</b> Staffordshire Safeguarding Children Board, Adult Social Care & Health, Customer Services,		
<b>9. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact on racial groups?</b>	Y	<input checked="" type="checkbox"/> N <input type="checkbox"/> X	<b>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</b>  <b>All aspects of vulnerability are at the forefront of this policy.</b>
<b>10. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to gender?</b>	Y	<input checked="" type="checkbox"/> N <input type="checkbox"/> X	<b>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</b>  <b>There are no gender specific issues.</b>
<b>11. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to them being transgender or transsexual?</b>	Y	<input checked="" type="checkbox"/> N <input type="checkbox"/> X	<b>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</b>

<p><b>12. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to disability?</b></p>	<p>Y</p>	<p>N X</p>	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p>
<p><b>13. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to sexual orientation?</b></p>	<p>Y</p>	<p>N X</p>	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p>
<p><b>14. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to age?</b></p>	<p>Y</p>	<p>N X</p>	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p>
<p><b>15. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to religious belief?</b></p>	<p>Y</p>	<p>N X</p>	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p>
<p><b>16. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact on Gypsies/ Travellers?</b></p>	<p>Y</p>	<p>N X</p>	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p>
<p><b>17. Are there concerns that the policy/ procedure/ practice <u>could</u> have a differential impact due to dependant/caring responsibilities?</b></p>	<p>Y</p>	<p>N X</p>	<p>Please explain, your reasoning, giving details of existing evidence (either presumed or otherwise).</p>

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

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

**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
<b>Monitoring arrangements:</b>		<b>Data collected quarterly</b>	
<b>Publication:</b>			
<b>Review Period:</b>		<b>Reviewed 12 monthly unless otherwise stated</b>	

Expand as appropriate

Signed  
(Completing Officer).....

Date .....

Signed  
(Head of Department) .....

Date .....

Signed  
Corporate Diversity/ Equality .....

Date .....