

Equality Impact Assessment

Children Safeguarding Policy and Procedure
November 2014

What is being assessed?	
Department	Housing
Name of assessor	Alison Wilks
Strategic Management Lead	Rachel O'Reilly
Date of assessment	2 October 2014
Is this a new or existing function or policy?	Replaces the former policy 2008

Please note that guidance (revised in March 2014) for completing this template is available on the intranet. This template was also revised in March 2014.

Section 1: Introduction and background (see p.10 of the guidance)

Please describe your service or function. This should include:

- **The aims and scope**
- **The main beneficiaries or users**
- **The main equality, accessibility, social exclusion issues and barriers, and the 'protected characteristics'¹ they relate to (not all assessments will encounter issues relating to every protected characteristic)**

If this EIA is part of a project it is important to focus on the service or policy the project aims to review or improve.

The Children Safeguarding Policy and Procedure sets out the legislative and safeguarding framework for the Council to undertake its responsibility to protect children. A Lead Officer for Children's Safeguarding is identified and detailed procedures are provided for the Council's employees in dealing with incidents, concerns and allegations. The document has been prepared using the recommended template from the Surrey Safeguarding Children Board (SSCB).

Now describe how this fits into the Council's Corporate Priorities, Sustainable Community Strategy or other local, regional or national plans and priorities.

Mole Valley District Council has legal a duty under Section 11 of the Children Act 2004, to work together with other statutory and voluntary agencies to safeguard and promote the welfare of children and has a responsibility to safeguard children. The Policy and Procedure is the Council's response to this requirement and replaces the Council's Child Protection Policy 2008.

¹ More information and definition of protected characteristics can be found [here](#)

If you are not carrying out an equality impact assessment, briefly summarise reasons why you have reached this conclusion, the evidence for this and the nature of any stakeholder verification of your conclusion.

Not applicable.

Section 2: Analysis and assessment (see pp. 10-13 of the guidance)

Given available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups?

Indicate for each 'protected characteristics' whether there may be a positive impact, negative impact, a mixture of both or no impact.

Protected characteristics	Positive	Negative	No impact	Reason
Age	x			The purpose of the policy is to protect children
Disability	x			The policy covers the protection of children in specific circumstances.
Gender reassignment			x	
Marriage and civil partnership			x	
Pregnancy and maternity			x	
Race	x			The policy covers the protection of children in specific circumstances.
Religion or belief	x			The policy covers the protection of children in specific circumstances.
Sex	x			The policy covers the protection of children in specific circumstances.
Sexual orientation	x			The policy covers the protection of children in specific circumstances.
Other aspects to consider	Positive	Negative	No impact	Reason
Carers			x	
Rural/urban issues			x	
HR issues (how will staff with protected characteristics be affected?)	x			The policy and procedure covers safe recruitment, young workers and allegations made about employees

What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified, and is it lawful?

There are no identified negative impacts of the policy and procedures.

Where there are positive impacts, what changes have been or will be made? Who are the beneficiaries? How have they benefited?

The purpose of the Policy and Procedure is for the benefit of children. The implementation will ensure that Council employees have training and awareness of the issues. They will also know how to deal with incidents, allegations and concerns.

Section 3: Evidence gathering and fact-finding (see p.14 of the guidance)

What evidence is available to support your views above? Please include:

- A summary of the available evidence
- Identification of where there are gaps in the evidence (this may identify a need for more evidence in the action plan)
- What information is currently captured with respect to usage and take up of services.
- What the current situation is in relation to equality and diversity monitoring (where relevant)

The purpose of the Policy and Procedure is to proactively protect children in Mole Valley.

How have stakeholders been involved in this assessment? Who are they, and what is their view?

Surrey Safeguarding Children Board, appropriate Mole Valley officers, Youth Voice and Junior Youth Voice.

Recommendations

Please summarise the main recommendations arising from the assessment. NB If it is impossible to diminish negative impacts to an acceptable or even lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.

There are no recommendations resulting from this assessment, however, the Policy and Procedure will be monitored and reviewed from time to time by the Lead Safeguarding Officer, Senior Management Team and Scrutiny Committee. The Council will also participate in the audit undertaken by the SSCB of the Council's safeguarding activities, as required.

Section 4: Action Plan (see pp.15-16 of the guidance)

Actions needed to implement the EIA recommendations

Issue	Action	Expected outcome	Who	Deadline for action

Sign off

Who will be responsible for reviewing this EIA?	Alison Wilks
Review date(s) i.e. when will this EIA be reviewed – see p.9 of guidance	2017
Strategic Management Lead signed off	Rachel O'Reilly

- Signed off electronic version to be kept in your team for review
- Electronic copy to be forwarded to the Policy and Performance Team for publishing