

Equality impact assessment form

Directorate: People's Services

**Service area: Derby and Derbyshire Safeguarding
Children Partnership (DDSCP)**

**Name of policy, strategy, review or function being
assessed: DDSCP Implementation Plan**

Date of assessment: 27/08/19

**Name of Director/Head of Service signing it off:
DDSCP Executive Board**

**Decision of Cabinet, Personnel Committee or Chief
Officer Group**

Date published on website

January 2019



Derby City Council



Please note:

Equality impact assessment – please read this section first before you do the assessment

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact you need to do an equality impact assessment whenever a decision is needed that affects people and **before** that decision is made.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This completed form should be attached to any Chief Officer Group, Cabinet or Personnel Committee report to help elected members make their decisions by

taking the equality implications into account. Equality impact assessments **must be done before** decisions are made. Include the Cabinet or Personnel Committee's decision on the front sheet when you know it.

You'll find that doing these assessments will help you to:

- understand your customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Don't do the form by yourself, get a small team together and make sure you include key people in the team such as representatives from our Diversity Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You'll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website**. It is a public document so must not contain any jargon and be easy to understand.

Remember, we need to do these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010.

Equality groups and protected characteristics

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties, people living with autism and people with physical impairments
- Gender identity – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers and employees
- Sex equality – the effects on both men and women and boys and girls
- Sexual Orientation equality – the effects on lesbians, gay men and bisexual people

Contact for help

Ann Webster – Lead on Equality and Diversity

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The form

We use the term 'policy' as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories...

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures

- Key decisions such as allocating funding to voluntary organisations, budget setting
- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays

If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

**What’s the name of the policy you are assessing?
Derby and Derbyshire Safeguarding Children Partnership Implementation Plan**

The assessment team

Team leader’s name and job title – Mark Sobey (Derby Safeguarding Children Board Manager) / Catherine O’Melia (Derbyshire Safeguarding Children Board Manager)

Other team members

Name	Job title	Organisation	Area of expertise
Ann Webster	Lead on Equality and Diversity	Derby City Council	Equality and Diversity
John Cowings	Senior Policy Officer, Equalities	Derbyshire County Council	Equality and Diversity
Executive Board sign off			
Andy Smith	Director (People’s Service)	Derby City Council	Children’s Social Care
Jane Parfremment	Director	Derbyshire County Council	Children’s Social Care
Matt Thompson	Detective Superintendent	Derbyshire Police	Police
Michelina Racioppi	Assistant Director for Safeguarding Children/ Lead Designated Nurse for Safeguarding Children	Derby and Derbyshire Clinical Commissioning Group	Health
Gill Gibson	Director of Quality and Safeguarding	Tameside and Glossop Clinical Commissioning Group	Health

Step 1 – setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side tracked.

1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.

Under the Children Act 2004, as amended by the Children and Social Work Act 2017, Local Safeguarding Children Boards (LSCBs), set up by local authorities, will be replaced. Under the new legislation, the safeguarding partners (Local Authorities, Chief officers of Police, and Clinical Commissioning Groups (CCGs)) must make arrangements to work together with relevant agencies (as they consider appropriate) to safeguard and protect the welfare of children in the area.

[Working Together to Safeguard Children 2018](#) sets out the statutory guidance to which all new safeguarding arrangements must adhere.

New Multi-Agency Safeguarding Arrangements across the Derby City and Derbyshire County areas replace both the Derby Safeguarding Children Board and the Derbyshire Safeguarding Children Board.

The new arrangements are called the Derby and Derbyshire Safeguarding Children Partnership and bring together the lead members and chief officers from the statutory agencies to oversee and scrutinise the work of a joint executive board comprising both statutory and other key partners. It will continue to be independently chaired.

The purpose of local arrangements is to support and enable organisations and agencies across Derby and Derbyshire to work together so that:

- children are safeguarded and their welfare promoted;
- partner organisations and agencies collaborate, share and co-own the vision for how to achieve improved outcomes for vulnerable children;
- organisations and agencies challenge appropriately and hold one another to account effectively;
- there is early identification and analysis of new safeguarding issues and emerging threats;
- learning is promoted and embedded in a way that local services for children and families can become more reflective and implement changes to practice;
- information is shared effectively to facilitate more accurate and timely decision making for children and families.

The plan for local arrangements sets out how the new arrangements will operate. The plan will be published on 29 June 2019 and implemented on the 29 September 2019. At this point the Derby and Derbyshire Safeguarding Children Partnership will take responsibility for the implementation of the new arrangements.

The equality impact assessment in respect of the Derby and Derbyshire Safeguarding Children Partnership Implementation Plan does not replace or remove responsibilities upon individual agencies under the Equality Act 2010 and Public Sector Equality Duty.

Please note: An Equality Impact Assessment was not completed during the process of decision making to establish joint multi-agency safeguarding arrangements across Derby and Derbyshire. It is noted that many of the considerations now presented were examined and when the reports were prepared for consideration by Elected Members and other decision makers. Ideally an Equality Impact Assessment should have been carried out to provide assurance that appropriate measures under the Public Sector Equality Duty had been considered and an opportunity to include mitigating actions needed. This assessment sets out considerations of both the implementation of the plan and the feedback from stakeholders (team members) affected by the plan

2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?

The safeguarding partners are defined under the Children Act 2004 (as amended by the Children and Social Work Act 2017). The safeguarding partners for the Derby and Derbyshire Safeguarding Partnership are as follows:

- a) the Local Authority: **Derby City Council and Derbyshire County Council**
- b) Clinical Commissioning Group's for an area any part of which falls within the Local Authority area: **Derbyshire Clinical Commissioning Groups¹ and Tameside and Glossop Clinical Commissioning Group**
- c) the Chief officer of Police for an area any part of which falls within the local authority area: **Derbyshire Constabulary**

On the 05 October 2018 the decision of Chief Officers for Derby City Council and Derbyshire County Council, Derbyshire Constabulary, Derbyshire Clinical Commissioning Groups and Tameside and Glossop Clinical Commissioning Group approved the proposal that the two Local Safeguarding Children Boards in Derby and Derbyshire to be replaced by new arrangements that will cover both areas. On 13 March 2019 Derby City Council Cabinet approved the decision. On 21 March 2019 Derbyshire County Council's Cabinet approved the decision.

In June 2019 agencies across Derby and Derbyshire were consulted on their role as relevant agencies who safeguard children and young people and have a key role collaborating and working as members of the Derby and Derbyshire Safeguarding Partnership. The list of relevant agencies who are members of the partnership will be published along with the plan.

Members of the community, lay members, were consulted as part of the development of the new arrangements and will continue to be represented within the working groups of the partnership.

¹ Derbyshire CCGs which consist of Southern Derbyshire CCG, North Derbyshire CCG, Hardwick CCG and Erewash CCG

3 Who are the main customers, users, partners, employees or groups affected by this proposal?

The Derby and Derbyshire Safeguarding Children Partnership will coordinate safeguarding services and act as a strategic leadership group across the Derby city and Derbyshire county areas. Activity by the partnership will incorporate identifying the needs of children and young people living in diverse urban and rural areas and ensuring that effective action is taken to safeguard them.

Driving forward effective local arrangements requires attention to the detail of what works and where improvement is needed. In order to achieve this level of detail across the diverse areas of need, the new arrangements will include reporting and scrutiny of some key functions in each geographical area.

The District Councils will have essential safeguarding responsibilities. In order to uphold their responsibilities, the District Councils will continue to actively participate in their existing joint arrangements to coordinate their safeguarding duties.

Colleagues and volunteers across all agencies (statutory, voluntary and independent sectors) who work with children and families have legal responsibilities to ensure that they safeguard children and adults from harm and abuse.

The implementation plan sets out how the new arrangements will coordinate the work of agencies across the area and identify the effectiveness of how agencies work together to keep children safe.

All agencies (whether they employ colleagues or have volunteers) are required to follow the national guidance Working Together to Safeguard Children 2018. The DDSCP will coordinate an evaluation of the effectiveness of single agency activity against the guidance and the effectiveness of multi-agency working arrangements to jointly safeguard children.

Colleagues and volunteers across all agencies are required to follow the Derby and Derbyshire Safeguarding Children Procedures that will be the responsibility of the DDSCP.

A single business unit will provide the professional support to the DDSCP to enable it to carry out its functions. The business unit will comprise of 10 colleagues who previously worked for the Derby Safeguarding Children Board and the Derbyshire Safeguarding Children Board. The business unit will be based in Derby and Derby City Council will provide infrastructure to host the unit with additional facilities being provided by partner agencies across the geographical area.

There will be no redundancies as a result of the changes. Six colleagues will be slotted and matched into the proposed 10 posts with colleagues recruited into the vacancies.

Step 2 – collecting information and assessing impact

4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us

here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.

The members of the Derby Safeguarding Children Board and Derbyshire Safeguarding Children Board (both including lay members of the community) were consulted following publication of the new Children and Social Work Act 2017 in respect of what the changes to legislation might mean to how the work of the two LSCBs changes. In June 2018 a joint event was held with both Boards to discuss initial views as to how new arrangements might work. As a result of early discussions changes were made to include Education Representation on the proposed Executive Board within the new arrangements.

An outline proposal for the new arrangements was presented to Chief Officers in October 2018. They approved the proposal with affirmation that strong and effective independent chairing should be included within the arrangements for effective scrutiny.

The proposal included the establishment of a single business unit. The two Directors of Children's Services consulted local leader in the respective councils and both areas made strong representation that the business unit was based in their area. Colleagues from the existing teams were consulted with and provided information for inclusion in the bids by the two areas to host the new team.

In February 2019 a decision was made by the Chief Executive of Derbyshire CCGs (and representing Tameside and Glossop CCG) and the Deputy Chief Constable that the business unit be based in Derby City Council.

In May 2019 legal advice was obtained that confirmed TUPE arrangements would in effect inform the transfer of colleagues from Derbyshire County Council to Derby City Council. Consultation with colleagues will commence about the proposed new roles within the business unit. Initial enquiries were carried out to identify reasonable adjustments required to enable any disabled colleagues to successfully transition into the new building

Three colleagues from Derby and two colleagues from Derbyshire who work for the existing Local Safeguarding Children Boards and who will be affected by the new arrangements were formally consulted about the proposed changes in July 2018 in two joint meetings (one for each area) and follow up individual meetings.

- 5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. If it's negative, fill in the mitigation section as well to explain how you are going to lessen the impact.**

Age

What do you already know?	Positive impact	Negative impact	Mitigation
<p>The DDSCP implementation plan (The Plan) is in place to make sure all agencies work effectively to keep children and young people, in receipt of early help or safeguarding, safe. Children and young people are more vulnerable than other people because of their young age and dependence on adults, so they have specific rights to be protected from harm.</p> <p>Research indicates babies and teenagers are particularly additionally vulnerable to abuse and neglect.</p> <p>Agencies who are members of the DDSCP have specific responsibilities to make sure they uphold the rights of children and young people to be safe from harm.</p> <p>The Plan includes the establishment of subgroups with the specific responsibilities of overseeing the strategic responses to vulnerable teenagers.</p>	<p>X</p>		
<p>Participation of children and young people in decisions about their lives is an essential part of growing up and, if done well, it enhances children's safety and well-being and improves services designed to support and protect them.</p> <p>The Plan includes measures to ensure that the work of the DDSCP specifically includes the participation of children and young people to inform analysis of the effectiveness of local safeguarding arrangements and improve services. This is included in the work with children and young people with DDSCP to participate in:</p> <ul style="list-style-type: none"> • audit and case reviews; • training and development activity; • DDSCP subgroups; • formal consultation on specific safeguarding 	<p>X</p>		

What do you already know?	Positive impact	Negative impact	Mitigation
services/arrangements			
<p>The DDSCP will coordinate the required multi-agency response to concerns about the safety of particularly vulnerable children as a result of their age through the Safeguarding Children Procedures: Sections:</p> <p>1.6.7 – Working with Sexually active children under 18</p> <p>1.6.10 – Children at Risk of Exploitation</p> <p>5.4 – Self Harm practice guidance</p> <p>5.5 – Guidance to support safe sleeping practices in babies and infants</p> <p>5.6 – Prevention of non-accidental head injury in Infancy Guidance</p> <p>The DDSCP will assure itself as to the effectiveness of agency responses against the expectations set out in the specific procedures.</p>	X		
<p>The DDSCP will promote colleague learning through the provision of multi-agency safeguarding training about the vulnerabilities of children as a result of their age and assure itself as to the effectiveness of staff practice and the impact of training.</p>	X		
<p>Colleagues of various age bands are members of the DDSCP business unit workforce.</p>	X		

Disability

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Disabled children are significantly more at risk than non-disabled children from abuse and neglect.</p> <p>Some disabled parents may require reasonable adjustments by agencies providing services to them to ensure that they have access to the necessary</p>	X		

What do you already know?	Positive impact	Negative impact	Mitigation
<p>additional support to enable them to provide appropriate care for their children.</p> <p>The work of the DDSCP to assure the effectiveness of local safeguarding arrangements will have regard to outcomes for disabled children and the effectiveness of arrangements to support disabled parents through audit and case reviews.</p>			
<p>The DDSCP will coordinate the required multi-agency response to concerns about the safety of disabled children through the Safeguarding Children Procedures: Section: 1.6.2 – Abuse of disabled children 1.6.18 – Working with Learning Disabled Parents</p> <p>The DDSCP will assure itself as to the effectiveness of agency responses against the expectations set out in the specific procedures.</p>	X		
<p>The DDSCP will promote staff learning through the provision of multi-agency safeguarding training about the vulnerabilities of disabled children and assure itself as to the effectiveness of staff practice and the impact of training.</p>	X		
<p>Members of the DDSCP business unit workforce may also be more vulnerable as a result of being a disabled person.</p> <p>All supervision arrangements must comply with Derby City Council and Derbyshire County Council's Equality, Dignity and Respect Policies. The supervision standards, policy and procedure may be taken into account in conjunction with other Departmental policies in cases of a disciplinary, capability or grievance nature. These policies include:</p> <ul style="list-style-type: none"> ● Human resources; 	X		

What do you already know?	Positive impact	Negative impact	Mitigation
<ul style="list-style-type: none"> • Equality, Dignity and Respect Policy; • Managing individual capability; • Code of conduct; • Whistleblowing policy. <p>Supervisors and supervisees have a joint responsibility to constructively contribute to the supervisory process and must be familiar with these policies and procedures.</p> <p>Reasonable adjustments have been assessed for existing colleagues and have informed the arrangements in the new office such as the layout of the room and provision of specific furniture. There is a commitment to address any further adjustments that may be identified such as mobility / hearing / sight / sensory access requirements.</p>			
<p>Members of the DDSCP business unit workforce who are transferring from working for Derbyshire County Council may also require reasonable adjustments if they are disabled people.</p> <p>Measures to assess their needs and any reasonable adjustment required will be incorporated within the safeguards of TUPE arrangements and comply with the policies and procedures set out above.</p> <p>Reasonable adjustments have been assessed for transferring staff and have informed the arrangements in the new office such as the layout of the room and provision of specific furniture. There is a commitment to address any further adjustments that may be identified such as mobility / hearing / sight / sensory needs.</p> <p>Derby City Council has a strong commitment to the needs of all employees demonstrating this through meeting standards such as: Being a Disability Confident Leader; The British Sign Language Charter,</p>	<p>X</p>		

What do you already know?	Positive impact	Negative impact	Mitigation
<p>which demonstrates a commitment to Deaf and hearing impaired people; “Time for Change” to end mental health discrimination; The “Dying to Work” charter to support terminally ill workers; Derby City Council is working with Derbyshire County Council to support the council to achieve Disability Confident Leader standards.</p> <p>Derby City Council also has Disability Leave so disabled colleagues do not have to use their own work life balance to attend appointments for example concerning their impairment</p> <p>Derby City Council has a Disabled Employees Network where disabled colleagues can attend meetings and events in work time</p> <p>Derby City Council also focuses on colleagues’ mental health as a high priority and we have an Employee Assistance Programme offering 24 hours support as well as Mental Health First Aiders.</p> <p>Derby City Council and Derbyshire County Council both have a carers section in our Equality, Dignity and Respect Policies to support the many carers in our workforce who combine work with caring for someone.</p>			

Gender identity- trans

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Some children experience anxiety and other forms of distress associated with the difference or incongruence between their assigned sex classified at birth and the gender characteristics and behaviours they identify with. This in turn may make them more vulnerable.</p> <p>Children who are establishing clarity for themselves about their sexual identity or gender or who indicate they have a</p>	X		

What do you already know?	Positive impact	Negative impact	Mitigation
<p>preference must be afforded equal access to accurate information, education and support to enable them to move forward positively.</p> <p>This includes explicitly that these children are enabled to be safe in their day to day lives and including their online activity. As necessary this must be addressed by agencies who are providing services and support to children.</p> <p>The work of the DDSCP to assure the effectiveness of local safeguarding arrangements will have regard to assessing outcomes for children who are affected by gender identity including those who are trans.</p> <p>Where necessary the DDSCP will consult with Derbyshire LGBT+ for their expert advice.</p>			
<p>Members of the DDSCP business unit workforce may also be more vulnerable as a result of anxiety in relation to how they identify themselves in respect of their gender and will get confidential support Derby City Council and Derbyshire County Council has an LGBTQ+ Employees Networks where trans colleagues can get help and support and attend meetings and events in work time</p>	X		

Marriage and Civil Partnership

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Children and young people may be vulnerable to forced marriage.</p> <p>The work of the DDSCP to assure the effectiveness of local safeguarding arrangements will have regard to assessing outcomes for children and young people who have been identified</p>	X		

as vulnerable to forced marriage.			
<p>The DDSCP will coordinate the required multi-agency response to concerns about the safety of children and young people vulnerable to forced marriage through the Safeguarding Children Procedures: Sections: 1.6.13 – Forced Marriage 1.6.14 – Honour Based Violence</p> <p>The DDSCP will assure itself as to the effectiveness of agency responses against the expectations set out in the specific procedures.</p>	X		
<p>The DDSCP will promote staff learning through the provision of multi-agency safeguarding training about the children at risk of forced marriage and "honour based violence" and assure itself as to the effectiveness of staff practice and the impact of training.</p>	X		
<p>Members of the DDSCP business unit workforce may consider themselves vulnerable as a result of their marital or civil partnership status.</p> <p>Measures to assess their needs and any reasonable adjustment required will be incorporated within and comply with the Derby City Council policies and procedures set out above.</p> <p>Colleagues in civil partnerships should feel able and comfortable in sharing their family events with work colleagues like straight couples do</p>	X		

Pregnancy and maternity

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Unborn babies, and their mothers, are often identified to be at risk of harm.</p> <p>Research indicates that Domestic Abuse often starts or incidents increase during pregnancy.</p>	X		

<p>The work of the DDSCP to assure the effectiveness of local safeguarding arrangements will have regard to assessing outcomes for unborn babies and pregnant women. This will be of particular relevance to agencies who provide services for pregnant women, parents experiencing mental ill-health and/or substance misuse and agencies identifying and responding to domestic abuse.</p>			
<p>The DDSCP will coordinate the required multi-agency response to concerns about the safety of unborn children through the Safeguarding Children Procedures Sections: 1.6.11 – Domestic Abuse 1.6.17 – Working with parents who are misusing substances 1.6.19 – Working with parents who have mental health needs Derby and Derbyshire Multi Agency Protocol for Pre-Birth Assessments and Interventions</p> <p>The DDSCP will assure itself as to the effectiveness of agency responses against the expectations set out in the specific procedures.</p>	<p>X</p>		
<p>The DDSCP will promote staff learning through the provision of multi-agency safeguarding training about the vulnerabilities of unborn children through domestic abuse courses and assure itself as to the effectiveness of staff practice and the impact of training.</p>	<p>X</p>		
<p>Members of the DDSCP business unit workforce may also be more vulnerable as a result of experiencing domestic abuse.</p> <p>All supervision arrangements must comply with Derby City Council and Derbyshire County Council's Equality, Dignity and Respect Policies. The supervision standards, policy and procedure may be taken into account in</p>	<p>X</p>		

<p>conjunction with other Departmental policies in cases of a disciplinary, capability or grievance nature. These policies include:</p> <ul style="list-style-type: none"> • Human resources; • Equality, Dignity and Respect Policy; • Managing individual capability; • Code of conduct; • Whistleblowing policy. <p>Supervisors and supervisees have a joint responsibility to constructively contribute to the supervisory process and must be familiar with these policies and procedures.</p>			
<p>Derby City Council and Derbyshire County Council are both a breast feeding friendly employer and have facilities for women to breastfeed when they come back to work.</p>	<p>X</p>		

Race

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Children from Black, Asian and minority ethnic community are often over or under represented in statistical analysis of the services provided for children who are vulnerable or at risk of abuse in both city and county areas.</p> <p>Families who are from the Black, Asian and minority ethnic community may have difficulty accessing services as a result of discrimination.</p> <p>Children from all communities experience abuse or neglect. In some circumstances the ethnicity or race of the victim may lead to their experience being less “visible” to professionals and societal values act to silence victims further.</p> <p>The work of the DDSCP to assure the effectiveness of local safeguarding arrangements will have particular regard to the outcomes for children</p>	<p>X</p>		

<p>from the Black, Asian and minority ethnic community and action being taken by services to mitigate adverse impacts experienced by particular communities</p>			
<p>The DDSCP will coordinate the required multi-agency response to concerns about the safety of children and families from the Black, Asian and minority ethnic community through the Safeguarding Children Procedures Sections:</p> <p>1.6.12 – Safeguarding children at risk of abuse through female genital mutilation 1.6.13 – Forced Marriage 1.6.14 – Honour Based Abuse and Violence</p> <p>The DDSCP will assure itself as to the effectiveness of agency responses against the expectations set out in the specific procedures.</p>	<p>X</p>		
<p>The DDSCP will promote staff learning through the provision of multi-agency safeguarding training about the vulnerabilities of children from the BAME community and assure itself as to the effectiveness of staff practice and the impact of training.</p>	<p>X</p>		
<p>Members of the DDSCP business unit workforce may be Black, Asian or from a minority ethnic community.</p> <p>All supervision arrangements must comply with Derby City Council and Derbyshire County Council's Equality, Dignity and Respect Policies. The supervision standards, policy and procedure may be taken into account in conjunction with other Departmental policies in cases of a disciplinary, capability or grievance nature. These policies include:</p> <ul style="list-style-type: none"> • Human resources; • Equality, Dignity and Respect Policy; • Managing individual capability; • Code of conduct; 	<p>X</p>		

<ul style="list-style-type: none"> Whistleblowing policy. <p>Supervisors and supervisees have a joint responsibility to constructively contribute to the supervisory process and must be familiar with these policies and procedures.</p>			
<p>Language support and interpreters are available for the business support team to work with and/or provide training with people who do not use English as their main language.</p>	X		
<p>Derby City Council and Derbyshire County Council have Black and Minority Ethnic Employee Support Networks where minority ethnic colleagues can attend meetings and events in work time.</p>	X		

Religion or belief or none

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Children may be more vulnerable to abuse in circumstances where individuals use religion or belief to justify abuse or neglect.</p> <p>The work of the DDSCP to assure the effectiveness of local safeguarding arrangements will have regard to assessing outcomes for children who have experienced abuse or neglect as a result of erroneous justification by reason of religion or belief, such as: corporal punishment (physical abuse) as part of religious instruction; female genital mutilation; breast ironing; witchcraft.</p>	X		
<p>The DDSCP will coordinate the required multi-agency response to concerns about the safety of children at risk of abuse as a result of misinterpretation / misrepresentation of religion or belief through the Safeguarding Children Procedures Sections:</p>	X		

<p>1.6.3 – Child abuse linked to belief in possession or witchcraft 1.6.12 – Safeguarding children at risk of abuse through female genital mutilation 1.6.13 – Forced Marriage 1.6.14 – Honour Based Abuse and Violence</p> <p>The DDSCP will assure itself as to the effectiveness of agency responses against the expectations set out in the specific procedures.</p>			
<p>The DDSCP will promote staff learning through the provision of multi-agency safeguarding training about the vulnerabilities of children at risk of abuse as a result of misinterpretation / misrepresentation of religion or belief and assure itself as to the effectiveness of staff practice and the impact of training.</p>	X		
<p>Members of the DDSCP business unit workforce may have religious belief or none. They may choose whether or not to disclose their religious beliefs to colleagues</p> <p>All supervision arrangements must comply with Derby City Council and Derbyshire County Council’s Equality, Dignity and Respect Policies. The supervision standards, policy and procedure may be taken into account in conjunction with other Departmental policies in cases of a disciplinary, capability or grievance nature. These policies include:</p> <ul style="list-style-type: none"> • Human resources; • Equality, Dignity and Respect Policy; • Managing individual capability; • Code of conduct; • Whistleblowing policy. <p>Supervisors and supervisees have a joint responsibility to constructively contribute to the supervisory process and must be familiar with these policies and procedures.</p>	X		

<p>Derby City Council and Derbyshire County Council have adopted the International Holocaust Remembrance Alliance (IHRA) definition of anti-Semitism along with commitments to tackling Islamophobia within Equality and Diversity Policies.</p> <p>Derby City Council has dedicated Quiet Places where colleagues can pray or mediate or just get to if they have having a particularly stressful time</p>			
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Sex

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Male and female children experience abuse or neglect. In some circumstances the sex of the victim may lead to their experience being less “visible” to professionals and societal values act to silence victims further. For example male victims are underrepresented statistically as identifying sexual exploitation towards them by adults.</p> <p>The work of the DDSCP to assure the effectiveness of local safeguarding arrangements will have regard to assessing outcomes for male and female children and action being taken by services to mitigate adverse impacts experienced as a result of the sex of the child.</p>	X		
<p>Members of the DDSCP business unit workforce may be men or women, The existing workforce are all women.</p> <p>Consideration of guidance to support colleagues affected by the menopause has been discussed with colleagues and any reasonable support will be put in place if required</p> <p>All supervision arrangements must comply with Derby City Council</p>	X		

<p>and Derbyshire County Council's Equality, Dignity and Respect Policies. The supervision standards, policy and procedure may be taken into account in conjunction with other Departmental policies in cases of a disciplinary, capability or grievance nature. These policies include:</p> <ul style="list-style-type: none"> • Human resources; • Equality, Dignity and Respect Policy; • Managing individual capability; • Code of conduct; • Whistleblowing policy. <p>Supervisors and supervisees have a joint responsibility to constructively contribute to the supervisory process and must be familiar with these policies and procedures.</p>			
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Sexual orientation

What do you already know?	Positive impact	Negative impact	Mitigation
<p>Male and female children who identify themselves as heterosexual, gay, lesbian, bi-sexual experience abuse or neglect. In some circumstances the sexual orientation of the victim may lead to their experience being less “visible” to professionals and societal values act to silence victims further. For example there has been an over representation of male suicide victims identifying themselves as gay.</p> <p>The work of the DDSCP to assure the effectiveness of local safeguarding arrangements will have regard to assessing outcomes for male and female children and action being taken by services to mitigate adverse impacts experienced as a result of the sexuality of the child.</p> <p>Where necessary the DDSCP will consult with Derbyshire LGBT+ for their expert advice.</p>	<p>X</p>		

<p>Members of the DDSCP business unit workforce may identify themselves as heterosexual, gay, lesbian or bi-sexual. They may choose whether or not to disclose their sexuality to colleagues.</p> <p>All supervision arrangements must comply with Derby City Council and Derbyshire County Council's Equality, Dignity and Respect Policies. The supervision standards, policy and procedure may be taken into account in conjunction with other Departmental policies in cases of a disciplinary, capability or grievance nature. These policies include:</p> <ul style="list-style-type: none"> • Human resources; • Equality, Dignity and Respect Policy; • Managing individual capability; • Code of conduct; • Whistleblowing policy. <p>Supervisors and supervisees have a joint responsibility to constructively contribute to the supervisory process and must be familiar with these policies and procedures.</p> <p>Colleagues in same sex relationships should feel able and comfortable in sharing their family events with work colleagues like straight couples do</p> <p>Derby City Council and Derbyshire County Council each have an LGBTQ+ Employees Network where LGBTQ+ colleagues can get help and support and attend meetings and events in work time</p>	<p>X</p>		
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Important - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?

There is a statutory duty for children to be protected and safeguarded and all agencies are required to ensure that staff and volunteers effectively carry out their safeguarding duties.

The Derby and Derbyshire Safeguarding Children Partnership implementation plan sets out how the local partnership will effectively coordinate arrangements and judge the effectiveness of the arrangements to ensure all children are safe who live in Derby or Derbyshire.

The measures within the implementation plan have been assessed with no negative impact and will make sure that there is no foreseeable negative impact on any of the equality groups through the work of the Derby and Derbyshire Safeguarding Children Partnership.

Step 3 – deciding on the outcome

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

Outcome 1	X	No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3		Continue the policy despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

Outcome number one:

No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken

Why did you come to this decision?

1. As these Derby and Derbyshire Safeguarding Children Partnership Implementation Plan follows on from national and local policies, which have already been assessed as EIA neutral, then we make sure our implementation plan is suitable too.
2. Template procedures are drawn primarily from legislation, statutory guidance and regulations which government departments will have already considered from an equalities perspective when drawing them.
3. Additional factors which pertain to equality groups have been explicitly referenced within the procedures, which follow on from statutory guidance and governance.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

Step 4 – equality action plan – setting targets and monitoring

8 Fill in this table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.

Equality Action Plan –setting targets and monitoring

Age

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Disability

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Gender identity - trans

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Marriage and Civil Partnership

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Pregnancy and maternity

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Race

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Religion or belief or none

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Sex

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

Sexual orientation

What are we going to do to advance equality	What difference will it make	When will we do it and who will lead	Monitoring arrangements

We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332

Minicom: 01332 640666

643722

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.

Prosimy o kontakt:

Tel. tekstowy: 01332 640666

01332 643722

Punjabi

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ ਮਿਨੀਕਮ 01332 640666 ਤੇ ਸੰਪਰਕ ਕਰੋ।

01332 643722

Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č:

Minicom 01332 640666

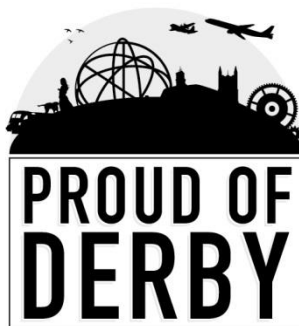
01332 643722

Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم

01332 643722

منی کام 01332 640666 پر ہم سے رابطہ کریں۔



Derby City Council