



SOUTH KESTEVEN DISTRICT COUNCIL

Initial Equality Analysis

Safeguarding Policy 2020-2023

Service Area:	Lead officer:	Date of Meeting
Corporate	Harry Rai	10/01/2020
	Assessors:	
	Carol Drury Mark Jones	
	Neutral Assessor:	
	Mel Cummings	

1. Name and description of policy/service/function/strategy

The Safeguarding Policy 2020-2023 outlines the Authority’s legal and moral responsibilities under Section 14 of the Care Act, Section 11 of the Children Act 2004 and incorporates the requirements under Working Together to Safeguard Children 2018. The policy sets out our obligation toward keeping children, young people (up to the age of 18) and vulnerable adults safe from abuse and neglect. The policy outlines the procedures staff and members should take when responding to and reporting concerns. This document also provides information on the partners with whom we work and the guidance available to staff, elected members and volunteers to ensure the protection of vulnerable individuals.

Is this a new or existing policy? **New**

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups? Please state which for each group	Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Postive	The legislation that provides the framework for the protection of vulnerable individuals from significant harm is distinct in age range. It is our responsibility to protect children and young people until they reach their 18 th birthday. Adult safeguarding responsibilities provide protection for vulnerable individuals from the age of 18 onward. By combining the responsibilities of adult and child safeguarding within one policy we ensure staff and elected members are aware of those responsibilities. The procedures for the safeguarding of children and adults contained within the policy ensure that appropriate action is taken when necessary to protect people from harm.

Disability	Positive	The policy highlights the need to have specific regard to individuals with disabilities and to be aware of any additional care needs and potential changes in behavioural indicators. Pages 44 and 45 refer to the mental capacity of individuals and an assessment tool is provided to assist those making a referral to assess whether consent can be gained from an individual to report concerns. Further guidance is also available to staff on the Council's intranet site and via a link through to the Lincolnshire Safeguarding Children and Adults web sites
Race	Positive	The policy highlights the need to have regard to the additional needs of migrant adults and children, asylum seekers and refugees, unaccompanied asylum-seeking children, and victims of trafficking. Appendix B of the policy refers to cultural abuse – specifically, honour-based violence, female genital mutilation and forced marriage. Chapter 10, entitled Mobile Families highlights issues that can arise in families that move from place to place on a relatively frequent basis – including asylum seekers, refugees, traveller families for example.
Gender Reassignment	Positive	The protection of individuals from harm is the absolute focus of this policy. This characteristic and the protection from harm of individuals from trans communities is captured within chapter 6 - Hate Crime and Mate Crime.
Religion or Belief	Positive	The policy states that regard should always be given to an individual's religion or belief. Extremist viewpoints can be born out of the firmly held beliefs of an individual or group of people. Chapter 5 of the policy provides information on the counter-extremist Prevent duty and information on how to refer

		vulnerable individuals to the Channel programme. It also provides guidance and procedures relating to Hate Crime in chapter 6.
Sex	Neutral	This protected characteristic was not a determinant in the development of this policy and procedures. A person is not defined as vulnerable because of a single characteristic. However some characteristics may be a contributing factor in putting an individual at risk.
Sexual Orientation	Positive	The protection of individuals from harm is the absolute focus of this policy. This characteristic and the protection from harm of individuals who are targeted because of their sexual orientation is captured within chapter 6 - Hate Crime and Mate Crime.
Pregnancy and Maternity	Positive	Safeguarding referrals can be made during pregnancy should it be determined that the unborn child is at risk of significant harm either during the pregnancy or follow the birth. The policy refers to the pre-birth protocol of the Lincolnshire Safeguarding Children Partnership
Marriage and Civil Partnership	Positive	A person is not defined as vulnerable because of a single characteristic. However some characteristics may be a contributing factor in putting an individual at risk. Chapter 3 and Chapter 4 of the policy contain information relating to forced marriage.
Carers	Neutral	Caring responsibility was not a specific determinant in the development of this policy and procedures. Individuals with caring responsibilities would be protected under other characteristics and any additional needs would be considered as part of the whole process

<p>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</p> <p>*(IMD = Indices of multiple deprivation)</p>	<p>Positive</p>	<p>A person is not defined as vulnerable because of a single characteristic. However some characteristics may be a contributing factor in putting an individual at risk.</p>
<p>General comments</p>	<p>The policy outlines the forms of abuse individuals may be subject to and gives guidance on how to spot the signs of both abuse and neglect. In recognising these signs and acting on the need to protect the individual from harm the policy states that regard should always be given to religion or belief, disability and race. The documents go on to say that individuals who are victims of domestic abuse and bullying may also have additional care needs and this should be remembered when considering the behavioural indicators. It concludes by saying that all individuals, regardless of background, should be given the same level of support and protection.</p> <p>It is important to remember however that just because someone is old, frail or has a disability, this does not mean they are inevitably 'at risk'. The policy clearly states that the key factor in determining vulnerability is a person's ability to recognise and understand that they are at risk of harm and that they have the ability to protect themselves from that risk.</p>	

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

The Policy has been developed to adhere to our statutory duties under Section 14 of the Care Act, Section 11 of the Children Act. Further guidance on the implementation of our Duty comes from Working Together to Safeguard Children 2018. This policy will be reviewed on a three-year cycle and as necessary to reflect changes in Working Together. Any other updates to reflect changes in legislation or required procedure are carried out with immediate effect. Data relating to safeguarding children and adults is collected on a case by case basis. However, due to the sensitivity of this data and the obvious requirement for confidentiality this information is not shared beyond the required partners within the Safeguarding arena. This information could not be used beyond the purposes for which it has been collected or beyond the requirements of the case.

If there are any gaps in the consultation/monitoring data, how will this be addressed?

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input checked="" type="checkbox"/>
<i>If you have checked option a) you will need to complete a Stage 3 analysis when your policy/service/function/strategy has been implemented</i>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	<input type="checkbox"/>
<i>If you have checked option c) you will need to answer questions c.1</i>		
d)	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?

b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

If you have checked option b) you will need to complete a Stage 2 equality analysis

c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.

If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Signed (Lead Officer):
(Name and title)

Harry Rai
Interim Strategic Director - Growth

Date completed: **10/1/2020**

Signed (Neutral Assessor):
(Name and title)

Mel Cummings
Premises and Facilities Officer

Date signed off: **11/01/2020**