

## INITIAL EQUALITY IMPACT ASSESSMENT PRO FORMA

Section: Chief Executive	Names of those undertaking assessment: Duncan Kerr, Beverly Agass, Hilary Lovell	
Name of Policy to be assessed: Child protection Policy	Date of Assessment: 25 <sup>th</sup> September 2007	Is this a new or existing policy?: New
1. Briefly describe the aims, objectives and purpose of the policy: SKDC accepts the moral and legal responsibility to implement procedures, to provide a duty of care for children and young people, safeguard their well being and protect them from abuse when they are engaged in services organized and provided by the council. For aims and objectives see policy document.		
2. What are the key performance indicators? None – an audit will be undertaken in January 2008 by the Lincolnshire Children's and Young People's Board		
3. Who will be affected by this policy? Children and young people		
4. Who is intended to benefit from this policy and in what way? Children and young people – to help safeguard and promote their well being.		
5. Are there any other organisations involved in the delivery of the service? No		
6. What outcomes are required from this policy and for whom? Prompt reporting of incidents, raising awareness of issues, relevant procedures in place.		
7. What factors/forces could contribute/detract from the outcomes? Training of staff		
8. Who are the main stakeholders in relation to the policy? SMT, OMT, Service Managers		
9. Who implements the policy, and who is responsible for the policy? SMT, OMT, Service Managers		
10. Are there concerns that the policy <u>could</u> have a differential impact on different racial groups? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? No		
11. Are there concerns that the policy <u>could</u> have a differential impact on men and women? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? No		
12. Are there concerns that the policy <u>could</u> have a differential impact on disabled people? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? The policy needs to take account of the different levels of vulnerability among children and young people.		
13. Are there concerns that the policy could have a differential impact on the grounds of sexual orientation? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? No		
14. Are there concerns that the policy <u>could</u> have a differential impact on the grounds of age? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this?		

Yes as the policy relates to a specific age group – however, this is a statutory obligation.
15. Are there concerns that the policy <u>could</u> have a differential impact on the grounds of religious belief? If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? No
16. Are there concerns that the policy <u>could</u> have a differential impact on any other groups of people eg those with dependants/caring responsibilities, those with an offending past, those with learning difficulties, transgendered or transsexual people. If yes, please explain. What existing evidence (either presumed or otherwise) do you have for this? No
17. Are there any obvious barriers to accessing the service eg language, physical access? Yes – age and ability of the client group.
18. Where do you think improvements could be made? The policy aims to make it easier for those who have contact with children to recognize abuse. It would be useful to consider publicizing the issues as part of the cross county partnership.
19. Are there any unmet needs or requirements that can be identified that affect specific groups. If yes, please give details. No
20. Is there a complaints system? Yes – corporate complaints system.
21. Do we monitor complaints by race, gender, disability, age, sexual orientation, religious belief? Yes
22. Do we have feedback from managers or frontline staff? Yes – Service Managers, OMT and SMT
23. Is there any feedback from voluntary/community organisations? The policy will go to the Children and Young People's Board for consultation.
24. Is there any research or models of practice that may inform our view? Statutory guidance, government guidance and best practice from other councils. See appendix A of policy.
25. Could the differential impact identified in 8 – 16 amount to there being unlawful discrimination in respect of this policy?  No
26. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy?  No
27. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?  No
28. Should the policy proceed to a full impact assessment?  No

29. Date on which Full assessment to be completed by
N/A
Signed (Lead Officer): ... .. Date: .....