



Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	Safeguarding Policy and Procedure 2024-2027
2. Summary of aims and objectives of the policy/funding activity/event	The Policy outlines the Authority's legal and moral responsibilities under Section 14 of the Care Act and Section 11 of the Children Act 2004. It incorporates the requirements of statutory guidance: Working Together to Safeguard Children 2023 and is mindful of safeguarding adults requirements around Making Safeguarding Personal. 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.
3. Who is affected by the policy/funding activity/event?	Residents, staff and elected Members
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	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 2023. Data relating to the safeguarding of 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. In terms of the development of the Policy, the original document was created in collaboration with the other six district authorities of Lincolnshire to ensure consistency. Each Authority's policy does however reflect local delivery alongside legislative requirements that are the duty of all.
5. What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	This policy will be reviewed annually and updated on a three-year cycle as a matter of course. The policy is further updated as necessary to reflect legislative and local changes. KPIs are in place to report against percentage of 'relevant' staff training and to review outcomes of audits relating to the safeguarding of children and adults. For the purposes of



		clarity, 'relevant' staff are those with regular contact with the public and therefore are more likely to identify concerns and make referrals to the responsibility authority. An Annual Report is also presented to Governance and Audit Committee as per constitutional requirements of the Council.
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Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <small>(The Action Log below should be completed to provide further detail)</small>
Age	Yes	<p>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 18th 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.</p>	<p>It is important across all aspects of safeguarding to build trust. Many interactions involving officers of the Council begin with enforcement action. It is, therefore, vital to work in a multi-agency environment to ensure that the agency with the strongest relationship with the individual is integral to any interactions and interventions. The multi-agency approach also ensures that the individual or family gets the broadest support that is respectful, involves them throughout and meets their needs.</p>
Disability	Yes	<p>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. The need to be aware of and make adjustments to interactions etc with children and adults with disabilities is outlined across the policy – from thresholds for referral to the determination of mental capacity of individuals. An assessment tool is provided as part of a library of support documents on the Council's intranet to assist those making a referral to assess whether consent can be gained from an individual to report concerns. Further guidance is also</p>	



		available to staff via the Council's intranet site and via a link through to the Lincolnshire Safeguarding Children and Adults web sites	
Gender Reassignment	Yes	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 specifically captured within chapter 7 - Hate Crime and Mate Crime.	
Marriage and Civil Partnership	N/A	This protected characteristic relates only to employment law and is therefore not relevant to this Impact Assessment	
Pregnancy and Maternity	Yes	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	
Race	Yes	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. Chapter 5 – Domestic Abuse and Chapter 8 – Modern Slavery and Human Trafficking refer to cultural abuse – specifically, honour-based violence, female genital mutilation and forced marriage. Chapter 8 – Prevent discusses cultural difference and the need to be aware throughout interactions. Chapter 11, entitled Transient 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.	
Religion or Belief	Yes	The policy states that regard should always be given to an individual's religion or belief. Cultural difference is also discussed across a number of chapters including Domestic Abuse, Prevent and Modern Slavery. Extremist viewpoints can be born out of the firmly held beliefs of an individual or group of people. Chapter 6 of the policy	



		provides information on the counter-extremist Prevent duty and information on how to refer susceptible individuals to the Channel programme. It also provides guidance and procedures relating to Hate Crime in chapter 7.	
Sex	Yes	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	Yes	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 7 - Hate Crime and Mate Crime.	

Other Factors requiring consideration

Socio-Economic Impacts	Yes	It is recognised that family poverty can be a contributing factor to issues of safeguarding. Poverty can lead to safeguarding concerns such as basic needs not being met (food, warmth, clothing etc). This can result in social isolation and can have an impact on the household including emotional and domestic abuse.	It is important across all aspects of safeguarding to build trust. Many interactions involving officers of the Council begin with enforcement action. It is, therefore, vital to work in a multi-agency environment to ensure that the agency with the strongest relationship with the individual is integral to any interactions and interventions. The multi-agency approach also ensures that the individual or family gets the broadest support that is respectful, involves them throughout and meets their needs.
Carers (those who provide unpaid care to a family member, friend or partner)	Yes	The involvement of carers in the safeguarding of children, young people and adults with needs of care and support is referenced throughout the policy but also has a dedicated section relating to carers in safeguarding at 4.8	



Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Consideration to aspects of equality and diversity in safeguarding have been made throughout the development of this policy and its implementation procedures.	
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed	✓	
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		

Did you consult with an Equality Ally prior to carrying out this assessment? Yes

Sign off

Name and job title of person completing this EIA	Carol Drury, Community Engagement Manager. Deputy Safeguarding Lead
Officer Responsible for implementing the policy/function etc	Sarah McQueen, Interim Head of Service (Housing Options). Designated Safeguarding Lead
Date Completed	29/5/2024
Designated Safeguarding Lead	
Date Agreed (by line manager)	11.06.2024
Date of Review (if required)	2027



SOUTH KESTEVEN
DISTRICT COUNCIL

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to equalities@southkesteven.gov.uk.

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.