

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Service:

All Care groups

Name of Service/Title of Policy or Strategy, Name of Event:

Safeguarding Children Policy

Equality Impact Assessment Undertaken by:

Louise Bertman

Service:

Policy:

Event:

Strategy:

Date undertaken:

29.03.23

Questions

1. What are the main aims and purposes of the Policy / Service / Event or Strategy?

The purpose of the policy is to provide clear, concise guidance on safeguarding children for all staff whether in a direct or indirect patient care role, regardless of the care environment. It provides a basic structure and information for all staff and volunteers and links directly to national guidance and the multi agency safeguarding children procedures for the geographical areas covered by the Trust

2. Who is involved in delivering the service, implementing the policy or strategy / organising the event? (i.e., partnerships, stakeholders or agencies)

The policy was developed and amended by the Safeguarding Team, however it is for all staff across care groups to implement

3. What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of delivering this service or event / implementing the policy or strategy to different groups of people and the different needs of people with protected characteristics in relation to this policy / service / event or strategy?

The policy is based on contemporary research and information provided by statutory guidance and multi-agency policies and procedures

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There is a significant body of research which identifies the vulnerability of children and young people from abuse or neglect

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Research identifies that disabled children are more vulnerable to abuse and neglect
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individuals and staff need to be able to recognise this and respond
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy will apply to forms of partnership and relationships
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The impact of trauma and abuse in utero is evidenced through research
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy makes specific reference to particular aspects of harm that could be culturally sensitive eg FGM Staff need to be aware that children from all aspects of society can be at risk of harm
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is sensitive to this
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Research identifies the prominence of abuse and neglect per gender, however children and young people can suffer from all forms of abuse and this needs to be recognised by staff
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is sensitive to this
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Child abuse and neglect spans all socioeconomic groups

4. What positive impacts are there for this policy / service / event or strategy to better meet the needs of people with protected characteristics?

The purpose of the policy is to safeguard children from abuse or neglect. The positive impact of the policy will be to offer clear guidance to staff and volunteers as to how to recognise and manage the wide and various forms of abuse as well as to understand the Trusts statutory requirements in relation to reporting such incidents.

5. What action would be needed to ensure the policy / service / event or strategy overcomes:

- Discriminatory negative impacts
- Exclusion

Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised.

It is important to collect data regarding abuse and neglect to demonstrate how we are supporting individuals affected by it in RDASH so that we can evidence that we are not unconsciously discriminating against groups of individuals and we can ensure we are effectively engaging with and supporting all members of the community we serve

6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised. Include:

Options for action	Explanation if no further action is required	Lead responsible for overseeing actions	Timescales	Costs (where applicable)
Equality and diversity training		Line manager	On appointment	

7. Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Procedural Documents (Development and Management) Policy.

For services / events please include the following:

Area for Monitoring	How	Who by	Reported to	Frequency

Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.

Yes No

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

Name:

Louise Bertman

Designation:

Safeguarding Nurse Consultant

Signature:

L Bertman

Date:

29.03.23