



DRAFT

EQUALITY IMPACT ASSESSMENT

DATA CHECKLIST

When undertaking an Equality Impact and Needs Assessment (EINA) it is important that you bring into the equation everything which is associated with the policy or function that is being assessed.

The checklist below will help you ascertain what information is available and accessible for the EINA.

Oxford City Council Safeguarding Children, Young People and Vulnerable Adults Policy and Procedure

		Yes/No	Please give details
1	Has there been any complaints data about the policy or service function		
2	Have officers raised concerns about the way the policy or function has been implemented?	Yes	All key officers have been consulted and had input into the development of the Policy' Some concerns have been raised that there are not as many referrals from Oxford City Council than would be expected for children and young people. This should be off set by the implementation action plan to raise awareness amongst staff and to provide a comprehensive training programme. This is the first time that the Council has had a policy

			<p>which includes safeguarding for vulnerable adults.</p> <p>Some concerns have been raised that when referrals are made the person making the referral does not receive feedback. We are addressing this through City Children and Young People's Plan to promote improved joint interagency working.</p>
3	Have previous consultation highlighted any concerns about the policy or function?	NO	See above
4	From implementation of the policy do you have any concerns about how the policy or function is implemented?	NO	A Self Assessment and Action Plan have been completed on implementing the Policy and procedures. Reported to Executive Board in December 2010. A key action is to raise awareness to staff about their responsibilities and to ensure that safeguarding training is embedded within the Council's Training Programme.
5	Does any accessible data, identify any areas of concerns or gaps?	YES	<p>There are a number of documents that provides data and identify gaps in provision. These include the Joint Needs Assessment (Health and Social Services and the Oxford City Regeneration Framework. Evidence is also available from the performance monitoring working group of the Children's Trust Board on issues such as health and well being, attainment, disabilities, ethnicity religion and faith, gender and sexual orientation.</p> <p>The evidence indicates significant problems in the City in comparison to other parts of Oxfordshire. For example the length of time that it takes to have an initial assessment and a core assessment for children and young people in the City is longer than elsewhere. In addition there is:</p> <ul style="list-style-type: none"> • poor education attainments, in particular for some ethnic minority groups • Child poverty, the rate of which is higher than the national average • Exclusion amongst some minority ethnic groups

			<ul style="list-style-type: none"> • 17 Super Output Areas are in the most 30% deprived areas in England • Severe housing shortage leading to homelessness and overcrowding. <p>All of these issues above impact upon the well being and welfare of children and young people and vulnerable adults in particular.</p> <p>Include stuff on adults</p>
6	Are there any other issues that you think will be relevant?	YES	The Policy and Procedures relate to the City Council. The majority of services for children and young people and vulnerable adults are provided by other agencies, such as education and health and social care. The City Council needs to play a strong leadership role and influence these other agencies if the needs of children and young people in the City are to be understood and met.



Form to be used for the Initial Impact Assessment

Section: Policy	Key person responsible for the assessment: Val Johnson	Date of Assessment: 11th October 2010	
Is this assessment in the Corporate Equality Impact assessment Timetable for 2008-11?		NO	
Name of the Policy to be assessed Safeguarding Children and Young People and Vulnerable Adult		Is this a new or existing policy	Existing (revised)
1. Briefly describe the aims, objectives and purpose of the policy	The primary aim of this Plan is to set out what services the City Council will provide in 2010-13 for children, young people and families. It identifies some of the different challenges that children and young people in Oxford face compared with the rest of the county and highlights specific actions that Oxford City Council are taking, alone or in partnership, to promote better outcomes for children and young people.		

<p>2. Are there any associated objectives of the policy, please explain</p>	<ol style="list-style-type: none"> 1. To ensure that the City Council's policies and practices fulfil its duty to safeguard and promote the welfare of children and young people 2. To improve opportunities for children and young people who live in areas of deprivation and/or who experience poverty and disadvantage 3. To ensure adequate housing for children and young people and families 4. To provide affordable and positive activities, for children and young people.
<p>3. Who is intended to benefit from the policy and in what way</p>	<p>The Plan is intended to benefit all children and young people in Oxford, in particular those who are most excluded and at risk of harm.</p>
<p>4. What outcomes are wanted from this policy?</p> <p>Stronger and More Inclusive Communities. Improving the Local Environment, Economy & Quality of Life More Housing & Better Housing for All Reduce Crime and Anti-Social Behaviour</p>	
<p>5. What factors/forces could contribute/detract from the outcomes?</p>	<p>Reduction or loss of budget Change of policy Other agencies not delivering the required services to children and young people.</p>

<p>6. Who are the key people in relation to the policy?</p>	<p>Councillors, Officers Community & Voluntary Organisations /Groups Health Authority Police Authority Oxfordshire County Council Schools</p>	<p>7. Who implements the policy and who is responsible for the policy?</p>	<p>The Plan is implemented by Oxford City Council Officers from across a range of services.</p> <p>The Plan is Coordinated and led by the Partnership Development Manager.</p> <p>Responsibility for the policy is :- City Executive Board Board Member of Social Inclusion & Young People Heads of Service for Community Housing & Community Development and Policy, Culture and Communication</p>	
<p>8 Could the policy have a differential impact on racial groups?</p>		<p>Y</p>	<p>N</p>	<p>Yes</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>		<p>Culture, ethnicity and family background can have significant impact on attainment and well being. Evidence indicates that African Caribbean and Bangladeshi boys are in general terms at greater risk of underachievement, harassment, bullying and poor health.</p> <p>BME and the above groups in particular are over represented in Child Protection with a higher number on Child Protection plans.</p> <p>There are low numbers of BME Groups represented in the Child Protection People Workforce.</p> <p>The Plan aims to target areas of deprivation and Break the Cycle also aims to improve referrals of children at risk and improve inter-agency working across agencies. The Plan should therefore help to address this.</p>		

9. Could the policy have a differential impact due to gender?	Y	N	Yes
What existing evidence (either presumed or otherwise) do you have for this?	<p>The needs analysis indicates that there is a gap in attainment between boys and girls. (boys underachieving more than girls). There is also underachievement in girls that are present within other groups e.g. Free School meals and low attainment.</p> <p>Girls are more at risk of cyber bullying and less likely to be happy and have a positive self image.</p> <p>More males (30%) than female (5%) are Not in Education, Training or Employment.</p> <p>The majority of children's workforce are women.</p> <p>The Plan includes targeting areas of deprivation, Breaking the Cycle of Deprivation and benefits take up campaigns and reduced leisure charges for low income families. Evidence indicates that more women than men are likely to benefit from this type of targeted activity.</p>		
10. Could the policy have a differential impact due disability	Y	N	Yes

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Disabled children find it more difficult than able children to access education, play, leisure and social opportunities.</p> <p>They suffer disproportionately from bullying.</p> <p>They are disproportionately over represented in child protection</p> <p>Disabled children are more likely to develop mental health problems</p> <p>The Plan includes the provision of an Adapted Housing Scheme for people with disabilities and carers.. The Street Warden work with schools to ensure that the Plan includes initiatives within leisure service to improve access to leisure activities for people with disabilities. It aims to improve referrals to leisure activities and improve information sharing across agencies. The Plan should address this imbalance.</p>		
<p>11. Could the policy have a differential impact on people due to sexual orientation?</p>	<p>Y</p>	<p>N</p>	<p>Yes</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Sexual orientation is difficult measure due to cultural sensitiveness for children to determine their identity. It is known that sexual orientation has a significant impact on a young persons mental well being with a history of abuse or bullying.</p> <p>Homophobic has also been identified as a concern for children.</p> <p>The Plan includes Street Wardens working with Schools to reduce bullying. It should therefore help to address some of the imbalance, although it may not have a significant impact.</p>		
<p>12. Could the policy have a differential impact on people due to their age</p>	<p>Y</p>	<p>N</p>	<p>Yes</p>

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>The Plan is specifically targeted at providing services for children and their families. Thus it should impact on all age groups, with the elderly.</p>		
<p>13. Could the policy have a differential impact on people due to their religious belief?</p>	<p>Y</p>	<p>N</p>	<p>Yes</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Children and young People have concerns about bullying or harassment on religion.</p> <p>Hindu, Muslim and Buddhist children have lower levels of participation in school activities and play.</p> <p>The Plan includes Street Wardens working with Schools to reduce bullying and should therefore help to address some of the imbalance, although it may not have a significant impact.</p> <p>The Plan aims to promote community cohesion. There is City of Manchester MANTRA. There are a number of community cohesion initiatives being facilitated which should address some of these imbalances.</p>		
<p>14. Could the negative impact identified in 8-13 create the potential for the policy to discriminate against certain groups?</p>	<p>Yes</p>		<p>Please explain</p> <p>A number of the activities set out in the Plan are aimed at reducing inequalities through positive action and targeting resources at particular groups. There are no negative impacts.</p>
<p>15. Can this negative impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason</p>	<p>Y</p>	<p>N</p>	<p>Please explain for each equality heading (question 8-13) on the paper</p> <p>There are no negative impacts only positive impacts</p>

			16. Should the policy proceed to a partial impact assessment	Y	N	If Yes, is there enough evidence to proceed to a full EIA	Y
						Date on which Partial or Full impact assessment to be completed by	
17. Are there implications for the Service Plans?	YES	NO	18. Date the Service Plan will be updated			19. Date copy sent to Equalities Officer in Policy, Performance and Communication	
20. Date reported to Equalities Board:			21. Date to Scrutiny and EB			22. Date published	

Signed (completing officer) _____

Signed (Lead Officer) _____

Please list the team members and service areas that were involved in this process:

Val Johnson, Partnership development Manager

