



# 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 Report 2014-15**  
 **(Oxford City Council Safeguarding Children, Young People and Vulnerable Adults Policy and Procedure and Section 11 Self- Assessment Review**

		Yes/No	Please give details
1	Has there been any complaints data about the policy or service function	Yes	In October 2013 the City Council commissioned an independent review of t's Section 11 Safeguarding Children arrangements. There have been no specific complaints on this policy area although the City Council has been involved in a number of Serious Case Reviews and Domestic Homicide Reviews in which a number of required actions for the City Council and other agencies have been identified.
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. Policy Review and the development of the Section 11 Action Plan.  Key points of concern have included: <ul style="list-style-type: none"> <li>• The need to place a greater emphasis on Vulnerable Adults.</li> <li>• The need to review the content of training to include child sexual exploitation.</li> </ul>

			<ul style="list-style-type: none"> <li>The need to support front line staff working with vulnerable adults and children.</li> </ul>
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 Safeguarding Policy and Procedures.
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 Evidence; Oxford City Children and Young People's Plan, Oxford City Older People's Needs Assessment.</p> <p>Performance monitoring information is available from the health and Wellbeing Board on issues such as population statistics 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"> <li>poor education attainments, in particular for some ethnic minority groups</li> <li>Child poverty, the rate of which is higher than the national average</li> <li>Exclusion amongst some minority ethnic groups</li> <li>17 Super Output Areas are in the most 30% deprived areas in England</li> <li>Severe housing shortage leading to homelessness and overcrowding.</li> </ul> <p>All of these issues above impact upon the well being and welfare of children and young people and vulnerable adults in particular.</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.
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## Form to be used for the Initial Impact Assessment

<b>Service Area:</b> Policy Culture and Communications	<b>Section:</b> Policy	<b>Key person responsible for the assessment:</b> Val Johnson	<b>Date of Assessment:</b> 18 <sup>th</sup> February 2015
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<b>Is this assessment in the Corporate Equality Impact assessment Timetable for 2015-16</b>			
<b>Name of the Policy to be assessed</b> Safeguarding Children and Young People and Vulnerable Adults		<b>Is this a new or existing policy</b>	Existing (revised)
<b>1. Briefly describe the aims, objectives and purpose of the policy</b>	The primary aim of this Policy is to set out how the City Council will comply with its safeguarding functions to 2015-16.		
<b>2. Are there any associated objectives of the policy, please explain</b>	<ol style="list-style-type: none"> <li>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</li> <li>2. To improve opportunities for children and young people who live in areas of deprivation and/or who experience poverty and disadvantage</li> </ol>		

<b>3. Who is intended to benefit from the policy and in what way</b>	The Plan is intended to benefit all children, young people and vulnerable adults in Oxford, in particular those who are most excluded and at risk of harm.		
<b>4. What outcomes are wanted from this policy?</b> Stronger and Active Communities. Improving the Local Environment, Economy & Quality of Life Reduce Crime and Anti-Social Behaviour An Efficient and Effective Council			
<b>5. What factors/forces could contribute/detract from the outcomes?</b>	Reduction or loss of resource Change of Government policy Other agencies not delivering the required services to children and young people and vulnerable adults		
<b>6. Who are the key people in relation to the policy?</b>	Councillors, Officers Community & Voluntary Organisations /Groups Health Authority Police Authority Health Services Oxfordshire County Council Schools	<b>7. Who implements the policy and who is responsible for the policy?</b>	The Safeguarding Policy and Section 11 Self-Assessment is implemented by Oxford City Council Officers from across a range of services.  The Plan is Coordinated and led by the Partnership Development Manager.  Responsibility for the policy is :- City Executive Board Board Member Education Attainment and Youth Ambition Heads of Service for Community Housing & Community Development and Policy, Culture and Communication
<b>8 Could the policy have a differential impact on racial groups?</b>	Y	N	Yes

<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>Culture, ethnicity and family background can have significant impact on child attainment and well being. Evidence indicates that African Caribbean, Pakistani and Bangladeshi boys are in general terms at greater risk of underachievement, racial 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 Children and Young People Workforce.</p> <p>The Plan aims to target areas of deprivation and Break the Cycle of Deprivation. It also aims to improve referrals of children at risk and improve information sharing across agencies. The Plan should therefore help to address this imbalance.</p>		
<p><b>9. Could the policy have a differential impact due to gender?</b></p>	Y	N	Yes

<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>The needs analysis indicates that there is a gap in attainment between girls and boys. (boys underachieving more than girls). There is also underachievement gaps that are present within other groups e.g. Free School meals and 'white poor boys'.</p> <p>Girls are more at risk of cyber bullying and less likely to be happy with their health and 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>		
<p><b>10. Could the policy have a differential impact due disability</b></p>	<p>Y</p>	<p>N</p>	<p>Yes</p>

<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>Disabled children find it more difficult than able children to access opportunities for education, play, leisure and social opportunities.</p> <p>They suffer disproportionately from bullying.</p> <p>They are disproportionately over represented in child protection cases.</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 children with disabilities and carers.. The Street Warden work with schools to reduce bullying. The Plan includes initiatives within leisure service to improve access to facilities and activities for people with disabilities. It aims to improve referrals of children at risk and improve information sharing across agencies. The Plan should therefore help to address this imbalance.</p>		
<p><b>11. Could the policy have a differential impact on people due to sexual orientation?</b></p>	<p>Y</p>	<p>N</p>	<p>Yes</p>



<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>Sexual orientation is difficult measure due to cultural sensitiveness and it takes time for children to determine their identity. It is known that sexual orientation can have a significant impact on a young persons mental well being with a greater risk of self harming.</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 and this should therefore help to address some of the imbalance, although this is not likely to have a significant impact.</p>		
<p><b>12. Could the policy have a differential impact on people due to their age</b></p>	Y	N	Yes
<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>The Plan is specifically targeted at providing services for children, young people and their families. Thus it should impact on all age groups, with the possible exception of the elderly.</p>		
<p><b>13. Could the policy have a differential impact on people due to their religious belief?</b></p>	Y	N	Yes

<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>			<p>Children and young People have concerns about bullying or harassment due to religion.</p> <p>Hindu, Muslim and Buddhist children have lower levels of participation in after school activities and play.</p> <p>The Plan includes Street Wardens working with Schools to reduce bullying and this should therefore help to address some of the imbalance, although this is not likely to have a significant impact.</p> <p>The Plan aims to promote community cohesion. There is City Council involvement in MANTRA. There are a number of community cohesion initiatives that the council are facilitating which should address some of these imbalances.</p>		
<p><b>14. Could the negative impact identified in 8-13 create the potential for the policy to discriminate against certain groups?</b></p>	Yes		<p><b>Please explain</b></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. However, there are no negative impacts.</p>		
<p><b>15. Can this negative impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason</b></p>	Y	N	<p><b>Please explain for each equality heading (question 8-13) on a separate piece of paper</b></p> <p>There are no negative impacts only positive impacts</p>		
<p><b>16. Should the policy proceed to a partial impact assessment</b></p>	Y	N	<p><b>If Yes, is there enough evidence to proceed to a full EIA</b></p>	Y	N
			<p><b>Date on which Partial or Full impact assessment to be completed by</b></p>		

<b>17. Are there implications for the Service Plans?</b>	YES	NO	<b>18. Date the Service Plan will be updated</b>	<b>19. Date copy sent to Equalities Officer in Po and Communication</b>
<b>20. Date reported to Equalities Board:</b>			<b>21. Date to Scrutiny and EB</b>	<b>22. Date published</b>

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

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