

Appendix 4



Form to be used for the Full Equalities Impact Assessment

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Service Area: Assistant Chief Executive		Section: Corporate Policy, Partnership and Communicat ions	Date of Initial assessment: 28/04/2021	Key Person responsible for assessment: Dani Granito	Date assessment commenced: 28/04/20
Name of Policy to be assessed:		Safeguarding Children, Young People and Adults with Care and Support Needs			
1. In what area are there concerns that the policy could have a differential impact		Age			
Other strategic/ equalities considerations		Safeguarding/ Welfare of Children and vulnerable adults		Deprivation/Income levels	
2. Background:		Oxford City Council undertakes a range of activity that brings its employees, members and volunteers into contact with children, young people and adults with care and support needs.			

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<p>Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment.</p>	<p>In addition the Council procures services from other organisations who may work with children, young people and adults with care and support needs.</p> <p>The purpose of the policy is to clearly state the duty and responsibilities of all Council employees, members and volunteers working for or on behalf of Oxford City Council in relation to safeguarding children, young people and adults with care and support needs.</p> <p>The policy supports the Oxford City Council Strategy 2020-2024 priority for thriving communities.</p> <p>This policy is a statutory requirement and no perceived problems have been identified.</p>
<p>3. Methodology and Sources of Data:</p> <p>The methods used to collect data and what sources of data</p>	<p>MyConcern - central reporting system for safeguarding concerns Annual Safeguarding self-assessment Small Agency safeguarding audit for services commissioned by Oxford City Council Annual staff survey Training updates provided by Human Resources</p> <p>Data is from many other external sources to influence our direction of travel, such as The Children’s Trust Board/OSCB joint data and performance dash board The OSAB Performance report/dashboard The JSNA</p>
<p>4. Consultation</p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p>	<p>Upon completing the policy, users and safeguarding officers are consulted. Responses are considered and added to the policy where appropriate.</p> <p>We have not consulted formally as changes to the policy are minor updates. In the event that significant changes were planned to the policy, a formal consultation would be carried out.</p>

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<ul style="list-style-type: none">• Why you carried out the consultation.• Details about how you went about it.• A summary of the replies you received from people you consulted.• An assessment of your proposed policy (or policy options) in the light of the responses you received.• A statement of what you plan to do next	<p>No concerns have been raised previously regarding the equality impact.</p>
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5. Assessment of Impact:

Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults

The policy's aim is to safeguard vulnerable adults and children and is inclusive for all. The policy takes the equality strands in to consideration and makes reference to the Equality Act 2010.

The policy, report and action plan is solely focused on safeguarding and / or the welfare of children and vulnerable adults and will have a positive impact.

6. Consideration of Measures:

Safeguarding policy is a statutory requirement so no alternative approaches are possible

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<p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>					
<p>6a. Monitoring Arrangements:</p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.</p>		<p>Quarterly strategic safeguarding group meeting chaired by Head of Business Improvement Quarterly Safeguarding Champion and Designated Officer meeting Annual review in line with Safeguarding action plan Annual self assessment</p>			
<p>7. Date reported and signed off by City Executive Board:</p>					
<p>8. Conclusions:</p> <p>What are your conclusions drawn from the results in terms of the policy impact</p>		<p>After considering all areas of the policy, report and action plan, I can see no differential impact on any protected characteristics.</p>			
<p>9. Are there implications for the Service Plans?</p>	<p>YES/NO</p>	<p>10. Date the Service Plans will be updated</p>		<p>11. Date copy sent to Equalities Lead Officer</p>	
<p>13. Date reported to Scrutiny and Executive Board:</p>		<p>14. Date reported to City Executive Board:</p>		<p>12. The date the report on EqlA will be published</p>	

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Signed (completing officer)

Signed (Lead Officer)

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

Dani Granito
Laura Jones
Caroline Green
Amanda Ball
Liz Jones
Richard Adams