



## Appendix 5

### Form to be used for the Full Equalities Impact Assessment

Service Area:	RS& CS	Section: Community Safety	Date of Initial assessment: 10/05/2023	Key Person responsible for assessment: Richard Adams	Date assessment commenced: 21/05/2023
Name of Policy to be assessed:			Safeguarding children, young people and adults with care and support needs Policy		
1. In what area are there concerns that the policy could have a differential impact	<i>Race</i>		<i>Disability</i>		<i>Age</i>
	<i>Gender reassignment</i>		<i>Religion or Belief</i>		<i>Sexual Orientation</i>
	<i>Sex</i>		<i>Pregnancy and Maternity</i>		<i>Marriage &amp; Civil Partnership</i>
Other strategic/ equalities considerations			<i>Safeguarding/ Welfare of Children and vulnerable adults</i>	<i>Mental Wellbeing/ Community Resilience</i>	<i>Equality, Diversity and Inclusion Strategy 2022</i>
			<i>Countywide Homelessness Strategy</i>	<i>Thriving Communities Strategy</i>	
2. Background:  Give the background information to the policy and the perceived problems with			<ol style="list-style-type: none"> <li>Oxford City Council's Business Safeguarding policy sets out publicly the Council's response and commitment to safeguarding children and vulnerable adults.</li> <li>The Safeguarding policy is guided by the national safeguarding legislation and references the Care Act 2014, Working Together to Safeguarding Children 2018 and the Children's Act 2004.</li> </ol>		

the policy which are the reason for the Impact Assessment.

3. The Oxford City Council Safeguarding Policy was developed in conjunction with the Oxfordshire Safeguarding Children's Board and Oxfordshire Safeguarding Adult's Board policies and is supported by the Oxford City Council Safeguarding procedures and action plan.
4. The Safeguarding Policy has been benchmarked against other district Council safeguarding policies.

The Safeguarding Policy sets out:

- Legal framework
- Multi agency safeguarding arrangements
- Roles and responsibilities
- Safeguarding governance
- Safeguarding prevention
- Safeguarding practice and reviews
- Training
- Volunteers
- Reporting concerns
- Supervision pastoral support
- Commissioned services and contractors
- Staff recruitment
- Whistleblowing
- Other relevant policies
- Information sharing
- Monitoring and review

Service areas involved and impacted include:

- Corporate Strategy
- Housing Services
- Regeneration
- Financial Services
- Regulatory Services and Community Safety
- Corporate Property
- Business Improvement
- Planning Services

	OX Place ODS Community Services Law and Governance
<p><b>3. Methodology and Sources of Data:</b></p> <p>The methods used to collect data and what sources of data</p>	<p>To inform and guide the assessment, key variables and determinants have been taken from:</p> <p>National legislation  Local safeguarding boards' priorities and requirements  Review of district Council policies</p> <p>Data from the externally provided, confidential case management system, currently 'MyConcern' is used to identify themes and trends of safeguarding concerns.</p> <p>HR records identify themes and trends of safeguarding concerns relating to staff.</p>
<p><b>4. Consultation</b></p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> <li>• Why you carried out the consultation.</li> <li>• Details about how you went about it.</li> <li>• A summary of the replies you received from people you consulted.</li> <li>• An assessment of your proposed policy (or</li> </ul>	<p>Consultation was carried out to ensure the safeguarding policy is comprehensive, relevant to and understood by each service area and to provide opportunity for collective input into the policy development.</p> <ol style="list-style-type: none"> <li>1) In May 2023, A meeting was held with eight officers from a range of service areas who are experienced in safeguarding and policy development.</li> <li>2) During the meeting, additional relevant officers were identified and the draft policy was subsequently shared with sixteen officers from seven service areas, including Heads of Service, for review and comment.</li> <li>3) Safeguarding procedures were shared with the Safeguarding Champions, a team of 14 officers from a range of service areas, to allow identification of any gaps, ensure procedures are understood in lay terms and enable opportunity for an organisational-wide, joint approach to developing procedures.</li> <li>4) The safeguarding policy will go through the Cabinet clearing process and therefore reviewed and agreed by: <ul style="list-style-type: none"> <li>The Head of Regulatory Services and Community Safety</li> <li>The Director of Communities and People</li> <li>Legal representative</li> <li>Head of Financial Services</li> </ul> </li> </ol>

<p>policy options) in the light of the responses you received.</p> <ul style="list-style-type: none"> <li>A statement of what you plan to do next</li> </ul>	<p>Cabinet member for Safer Communities</p> <p>5) Citywide conversations (strand 1, 2 and 3) for TCS which provides various action for Priority 3, Thriving Communities.</p> <p>As a result of the meeting which was held with officers from a range of service areas who are experienced in safeguarding and policy development, and subsequent further sharing of the draft policy, feedback was received and the policy amended to align with other relevant policies.</p> <p>Benchmarking against other local district council safeguarding policies was undertaken.</p> <p>OSCB and OSAB undertake consultation with vulnerable adults and young people and their families in the creation and adoption of their policies and procedures. These policies and procedures inform the Oxford City Council safeguarding policy and procedures.</p> <p>Subsequent reporting will use data collated from the Census and BIU (Business Intelligence Unit). Other independent sources of data, such as reporting from local police, will also be used for a more comprehensive consultation exercise.</p>
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<p><b>5. Assessment of Impact:</b> Provide details of the assessment of the policy on the nine 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 /</p>	<hr/> <table border="0" style="width: 100%; text-align: center;"> <tr> <td><b>Race</b></td> <td><b>Disability</b></td> <td><b>Age</b></td> </tr> <tr> <td>Positive</td> <td>Positive</td> <td>Positive</td> </tr> </table> <hr/>			<b>Race</b>	<b>Disability</b>	<b>Age</b>	Positive	Positive	Positive
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Positive	Positive	Positive							

or the welfare of children and vulnerable adults

The Safeguarding policy was developed and subsequently updated with the aim to have a positive impact on each equality strand.

The internal safeguarding awareness briefing includes legislation relevant to safeguarding, including the Equality Act 2010.

Safeguarding duties and the Council's response to safeguarding applies to all children and adults with care and support needs. The Council's duties and response will be maintained irrespective of any of the above equality strands.

- Race - PREVENT training is promoted throughout organisation and available through the safeguarding boards.  
Support for asylum seekers, migrants and refugees is provided by a dedicated team.  
Partnership work is undertaken in line with the anti-racism charter and Race Action Plan.  
The annual self-assessment background paper details consultation with ethnic minority groups.
- Disability – disabilities are recognised as a care and support need for which safeguarding duties apply to adults. This legislative framework forms part of the safeguarding policy.
- Age – the safeguarding policy sets out the legislation relating to safeguarding duties for children and adults and how these differ. The safeguarding procedures detail different referral pathways depending on the age of the person the organisation intends to safeguard.
- Gender Reassignment - Hate crime has increased since the end of pandemic restrictions, this may result in increased reports of safeguarding. The policy ensures that the Council will use the appropriate referral pathways and work with appropriate organisations to ensure victims get the support that they need.
- Religion or belief – Honour based abuse training is available through the OSCB. Oxford City Council works in partnership with countywide organisations in line with the anti-racism charter and Race

	<p>Action Plan.</p> <ul style="list-style-type: none"> <li>• Sexual orientation – Hate crime has increased since the end of pandemic restrictions, this may result in increased reports of safeguarding. The policy ensures that the Council will use the appropriate referral pathways and work with appropriate organisations to ensure victims get the support that they need.</li> <li>• Sex – Our approach to domestic and sexual abuse ensures our services are flexible to the needs of the sex of the victim.</li> <li>• Pregnancy or maternity – Women are at heightened risk of abuse and violence during this period. DASH risk assessments are completed by domestic abuse housing link workers, this includes pregnancy and maternity. The DA lead was consulted in the development of the updated policy and procedures.</li> <li>• Marriage and civil partnership – We can respond and ensure those who need a safeguarding response because they are a victim, will be able to access a suitable response.</li> </ul> <p>Impacts on each strand are proportionately positive. Any disproportionate impacts will be monitored within safeguarding processes.</p>
<p><b>6. Consideration of Measures:</b></p> <p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>There is no alternative approach. Oxford City Council have a statutory duty to comply with local safeguarding boards' requirements and national legislation.</p> <p>Mitigation of adverse impact is ensured upon consideration of actions within the safeguarding action plan.</p> <p>Training and awareness of safeguarding and associated policies and procedures exceeds annual targets, this mitigates any impacts where the policy and procedures may not be fully understood.</p>

	<p>The 23-24 annual safeguarding action plan includes an internal audit of safeguarding practices within the organisation. This will also mitigate any impacts of non-compliance due to lack of awareness or training.</p> <p>The Safeguarding policy has been developed with reference to the Equality, Diversity and Inclusion and Thriving Communities Strategies, grants reviews and the service integration project. These include mitigation of impact and associated EIAs; using a whole system approach and collaborative, collective working</p> <p>Other associated strategies and consideration of measures: Easy read documents mitigate negative impacts emerging from visual impairment or where English is not a first language.</p>
<p><b>6a. Monitoring Arrangements:</b></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>The Council will complete an annual safeguarding self-assessment to measure the organisation's performance against standards set by the local safeguarding boards.</p> <p>The safeguarding risk register identifies areas of risk and associated impacts. Identification of these risks creates an awareness to help mitigation of negative impacts.</p> <p>The Council's safeguarding action plan contains actions in support of the self-assessment, safeguarding policy development, OSCB and OSAB's requirements and other local and national safeguarding priorities. Progress on the action plan is reviewed every six months and reported to the Strategic Safeguarding Group.</p> <p>Monthly updates of recorded safeguarding concerns to Corporate Management Team.</p> <p>Using externally provided case management system to identify emerging safeguarding trends and themes and inform safeguarding action plan.</p> <p>This policy will be reviewed annually. All changes are discussed with the Cabinet Member.</p>

		This policy is presented to Cabinet for approval every three years and more frequently if required by the Cabinet Member or Scrutiny process.			
<b>7. Date reported and signed off by Cabinet:</b>					
<b>8. Conclusions:</b> What are your conclusions drawn from the results in terms of the policy impact		<ol style="list-style-type: none"> <li>1. Keep monitoring the protected characteristics. Prompt service heads when next collecting data for any risks to protected characteristics.</li> <li>2. Ongoing plans of delivering equalities training which will help.</li> <li>3. Training and awareness raising through service planning, focussing on frontline services.</li> </ol>			
<b>9. Are there implications for the Service Plans?</b>	YES Training and awareness	<b>10. Date the Service Plans will be updated</b>	On-going	<b>11. Date copy sent to Equalities Lead Officer</b>	
<b>13. Date Reported to Scrutiny and Cabinet:</b>		<b>14. Date reported to Cabinet:</b>		<b>12. The date the report on EqlA will be published</b>	

Signed L Jones

Signed

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

Safeguarding Coordinator, Regulatory Services and Community Safety  
 Community Safety Service Manager, Regulatory Services and Community Safety  
 EDI Lead, Community Services