



DERBY CITY COUNCIL

Equality Impact Assessment

Derby and Derbyshire Safeguarding Children Procedures

Equality impact, needs and requirements assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: **Derby and Derbyshire Safeguarding Children Procedures**

Assessment team leader name: **Mark Sobey** **Policy Officer (Derby Safeguarding Children Board)**

Date of assessment: **15th September 2008**

Department responsible: **Derby Safeguarding Children Board**

Service Area: **Multi Agency Services for children and their families**

Other members of assessment team:

Name	Position	Area of expertise	Comments
Mark Sobey	Policy Officer	Child Protection	
Sue Richards	Head of Quality Assurance	Child Protection	Reviewed draft of EIA
Toni Montinaro	Manager	Derbyshire Friend Equality Impact Group	
Geoff Bright	Manager	Connexions Equality Impact Group	
Hazel Simpson	Manager	Family Action Equality Impact Group	
Hannah Hogg	Principal Solicitor, Derby City Council	Child Protection	Reviewed October 2008

Question	Response/ findings
<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<ul style="list-style-type: none"> • To protect children (aged under 18) from abuse and maltreatment • To set out the threshold of need and make explicit the roles and responsibilities of practitioners and volunteers who come into contact with, work with or have specific safeguarding roles with children and their families
<p>Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<ul style="list-style-type: none"> • The Derby Safeguarding Children Board ensures that all partner agencies implement, carry out and deliver services that are consistent with the Safeguarding Children Procedures • Partner agencies include: Derby City Council (Children and Young People’s Department, Sport, Culture and Leisure Services, Youth Services, Housing Services, Environmental Health, Adult Social Services), Health Services (Primary Care Trust, GP’s, Primary Health Care Team, Maternity Services, NHS and Foundation Trust, Ambulance Trust, NHS Direct and Walk in sites, Child and Adolescent Mental Health Services (CAMHS), Adult Mental Health Services, Dental Services, Alcohol and Drug Services), Connexions Services, Schools and Further Education Colleges and Universities, Fire and Rescue Services, Police, Courts Services, Probation Services, Prison Services, Youth Offending Services, Children and Family Court Advisory and Support Service (CAFCASS), Voluntary, Private and Community Sector Agencies, Faith Community Organisations, Armed Services • The Derby Safeguarding Children Procedures have been developed jointly with Derbyshire Safeguarding Children Board
Question	Response/ findings
<p>Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal</p>	<ul style="list-style-type: none"> • The procedures are applicable to all children under the age of 18. This includes unborn children who are legally viable • All practitioners, volunteers, operational and strategic managers are required by

<p>customers, groups, or communities?</p> <p>What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<p>law and national guidance to follow the procedures</p> <ul style="list-style-type: none"> • Promote and achieve the Stay Safe Outcome for all children in Derby and ensure that the outcomes set out in Every Child Matters are supported by effective safeguarding procedures. The procedures are based upon the National Guidance “Working Together to Safeguard Children- Department for Children, Schools and Families (2006)” that sets out the roles and responsibilities of practitioners to take action to safeguard children. • Safeguarding Children includes taking action in partnership with parents if additional needs are identified or making a referral to the Children and Young People’s Department to assess whether services are required to ensure that children grow and develop appropriately and without impairment. This includes taking action if a child has been or is at risk of abuse and maltreatment.
<p>Question</p> <p>What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.</p> <p>What did they tell you?</p>	<p>Response/ findings</p> <ul style="list-style-type: none"> • The Stay Safe Outcome (Every Child Matters HM Government 2003) is subject of inspection (Annual Performance Assessment (APA), Joint area Review (JAR)) and this includes the work undertaken by the Derby Safeguarding Children Board (DSCB). • The work of the DSCB includes the scrutiny of Performance Monitoring Indicators (national and local) that set out whether children are safeguarded effectively in Derby. This includes whether the Safeguarding Children Procedures are being implemented in practice and training. • The Safeguarding Children Procedures are subject of an annual review and subsequent amendment to reflect national changes to guidance and local lessons from practice. • The DSCB produces an Annual Review • The APA and JAR identified that the Safeguarding Children Procedures were suitable with no amendment required and the services provided to meet the Stay Safe Outcome were good

Identifying potential equality issues and factors	
Question	Response/ findings
<p>What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring</p>	<ul style="list-style-type: none"> • National Guidance (Working Together 2006 Paragraphs 10.9 – 10.13) and research studies identify that in addition to the risk of abuse and neglect that children face, those from minority groups (from Black and Minority Ethnic Communities, Disabled Children) are clearly over represented as vulnerable to abuse. • There are specific circumstances such as Forced Marriage, Female Genital Mutilation that affect minority groups. • Children who have parents who are disabled, have mental health needs, misuse substances or are experiencing domestic violence are additionally vulnerable. • Further assessment of the impact of the procedures on the welfare of children from the LGBT community will improve the opportunity to safeguard them where they may be vulnerable (for example bullying or using digital technologies)
Question	Response/ findings
<p>Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?</p>	<ul style="list-style-type: none"> • The review of Children in Need services for Black and Minority Ethnic Children in Derby (2005) identified that action is needed to ensure that the assessment and provision of services for different specific minority groups needed to be improved to ensure that needs were met appropriately. • Trends are being scrutinised on an ongoing basis by individual agencies and the DSCB
<p>Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what</p>	<ul style="list-style-type: none"> • The number of people from the BME communities are increasing in Derby (Source 2001 Census (15.6% BME) and the Community Safety Partnership Study 21.8% BME)

<p>might that mean for the service or function?</p>	<ul style="list-style-type: none"> • The Safeguarding Children Procedures specifically cover: <ul style="list-style-type: none"> ➢ The responsibilities of practitioners to explicitly address the vulnerabilities of children who are from black and minority ethnic communities, who are disabled or have specific additional needs are set out. (Relevant paragraphs and sections include: 2.8, 2.19, 2.36, 2.50, 2.66, 2.69, 4.6, 4.46, 4.53, 4.88, 4.109, Section 7, 13.8, 15.34, 16.3, 16.29, 19.21, 19.23, 19.42, 21.17, 21.11, 21.25, Section 25, M5.49, A1.13, A1.62, A3.98, A3.143) ➢ Addressing the impact of communication & language on parents is specifically identified for practitioners to address in their assessment ➢ New areas of practice (such as Forced Marriage) are specifically addressed within the Safeguarding Children Procedures as they disproportionately affect minority ethnic groups
<p>Question</p>	<p>Response/ findings</p>
<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<ul style="list-style-type: none"> • Procedures set out how children should be treated and what is considered maltreatment in line with National Guidance. This includes instruction on maintaining a focus on the welfare of a child and avoiding being misled by stereotypes around behaviour or belief systems. Training (safeguarding children) specifically includes reference to these issues • Communication with children and families who have English as an additional language or who have communication needs arising from a disability are highlighted as causing areas for specific consideration in planning assessments and child protection enquires and joint investigations with the Police. These are included in paragraphs 4.6, 4.46, 4.53, 4.88, 4.109, Section 7 and Appendix A3)
<p>What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?</p>	<ul style="list-style-type: none"> • Statutory agencies record the demographic information of children and young people consistent with the information required by the National Census (2001) • Additional information is being maintained in respect of children referred to the Children and Young People’s Department with needs arising from Domestic Violence.

	<ul style="list-style-type: none"> • Fuller information sets are being sought that break down the Nationality of parents. This has significant relevance to the preventative work and assessment where there are evidenced trends of child rearing practices within countries. Current Ethnicity statistics do not assist in identifying the information (such as particular countries have a higher incidence of Female Genital Mutilation and preventative measures need to be taken with these communities to safeguard children where the family holds views that they wish to carry out this procedure) • Complaints about the procedures will be dealt with by the Quality Assurance Sub Group in Derby and the Policy and Procedures Group in Derbyshire
Question	Response/ findings
<p>Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?</p>	<ul style="list-style-type: none"> • Sections 2.8, 2.19, 2.50, 21.7 provide specific information for practitioners in respect of equality and diversity factors that safeguard children • Section 3 includes information about thresholds and how equality and diversity affect the assessment of need (such as understanding equality and diversity issues that may impact on parental engagement with agencies) • Sections 4 and 5 both include extensive reference to the needs of children and their families in respect of communication. • Culturally specific or specialised support is included in Section 19.21 in respect of Domestic Violence
<p>Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<ul style="list-style-type: none"> • The review of Children in Need services for Black and Minority Ethnic Children in Derby (2005) identified that <ul style="list-style-type: none"> • Black African and mixed heritage children are over represented as children in need. • Asian children are under represented as children in need • The Safeguarding Children Procedures set out advice and instruction for practitioners to ensure that all relevant issues are assessed and this should contribute to addressing some of the factors that may have contributed to the

	findings above.
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Collecting the information and data about how the policy, practice, service or function, impacts on communities

Please record your information and data in this table and think about:

- what information or data you will need
- using both quantitative and qualitative data
- making sure that where possible there is information that allows all perspectives to be considered
- identifying any gaps in the information/ data and what it can tell you

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Customer feedback and complaints	The DSCB collects complaints information about multi agency conference process		Procedures not followed (grounds for complaint)	
Consultation and community involvement	The Safeguarding Children Procedures were subject of consultation including the agencies who provide services to children or adults (with children) including voluntary, independent and community sector		The group of practitioners and staff from different agencies gave critical feedback on the draft consultation documents. Suggestions were identified, evaluated and incorporated into the procedures. All groups of staff and agencies who have to follow the procedures were part of the consultation.	The procedures are for adults who work with, volunteer with or come into contact with children and families. There was no consultation with children or young people.

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Performance information including Best Value	Performance information will be collected as part of the National Annual Performance Assessment and Joint Area Reviews of the functions of the Local Authority and partner agencies	Yearly and Biannually	Whether the Safeguarding Arrangements are satisfactory in Derby, and if not, is action required to amend the safeguarding children procedures	
Take up and usage data	Issued to all statutory agencies and Voluntary, independent and community sector organisations where known. An audit will be held of the implementation of the procedures and their revision and availability to staff who need them		At present the law allows groups to provide services to children with no checks being carried out on them. This will change in October 2009 and as the DSCB becomes aware of the existence of organisations action will be taken to ensure they are aware of the procedures and their responsibilities.	Full details of all organisations providing services to children and families still needed. Action is being taken to offer support, training and additional specific guidance about procedures to voluntary sector organisations including Faith Groups
Comparative information or data where no local information	National guidance and research informs the DSCB of action that needs to be taken to		That children who are in a minority group are vulnerable to abuse and in the absence of local statistics, what action	

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
	address specific needs. This is used as a basis where there are gaps in local information		needs to be taken and by whom.	
Census, national or regional statistics	2001		Now significantly out of date. CSP have updated figures that help understand demographic changes	
Workforce profile	All practitioners and volunteers who work or come into contact with children, young people and their families	Representatives from the different agencies who have responsibilities for staff development	The DSCB Workforce Development Group tells us about learning needs for groups of staff and the scale of required training linked to safeguarding children. The DSCB provides a multi agency training programme to support the workforce.	
Where service delivered under procurement arrangements – workforce profile for deliverers	This is not done by the DSCB			
Monitoring and scrutiny outcomes	Monitoring of the procedures quarterly with a yearly meeting with Derbyshire Policy Group.	All agency representatives feeding into the Quality	This will identify what issues have arisen in practice that require amendment to the procedures	The Quality Assurance Group has just started Equality Impact Assessments and will

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
	Monitoring of the outcome of practice linked to the procedures carried out through S11 Audit and random auditing of BME CIN cases and Child Protection Plans	Assurance Group		better placed to comment on their successful completion

Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?
Quality Assurance Group for the DSCB	Policy, guidance & practice re Female Genital Mutilation	Demographics in Derby have changed and there are significant groups of people from communities where this practice places girls (and women) at risk of harm	Predominantly girls from countries where practice is common (Source FORWARD 2007)	Girls are being emotionally and physically harmed by the practice. Women who have been subject of the practice may be at risk during child birth in addition to physical and emotional complication throughout their lives
	Guidance and practice in response to Forced Marriage and Honour based Violence	Greater awareness is identifying increased number of young people affected	Young men and women from predominantly Asian countries (though not exclusively)	Young men and women are experiencing physical, emotional and psychological harm from the pressure being placed upon them to marry

Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	Improve awareness of FGM and reduce incidence
Specific	Implement Practice Guidance being consulted upon August 2008, engage communities in discussion to reduce incidence
Measurable	Produce actions linked with the Domestic Violence Diversity Group Action Plan
Achievable	Yes
Relevant	There is a population of girls from countries where FGM is practiced in Derby and action is needed to address the risk that they may be subject to depending on the views of their individual family
Timed	The Practice Guidance will be available April 09 and training by September 09

Objective/Target:	Improve awareness of Forced Marriage and Honour Based Violence and reduce incidence
Specific	Provide information and make available in all schools, engage communities in discussion to reduce incidence
Measurable	Produce actions linked with the Domestic Violence Diversity Group Action Plan
Achievable	Yes
Relevant	There is a population of young men and women in Derby who tell us that they are at risk of Forced Marriage and action is needed to address the risks that they are subjected depending on the views of their individual family
Timed	Actions are set out until April 09 when they will be reviewed

Monitoring and reviewing - incorporating into performance management

Please summarise your objectives and targets in this table with your proposed monitoring and reporting arrangements

Objective	Planned action	Target performance			Responsible lead officer	Reporting cycle, for example, quarterly
		2007/8	2008/9	2009/10		
<i>Keep Safeguarding Procedures legally compliant and up to date with research and national guidance</i>	<i>Review Procedures through Quality Assurance Sub Group and with Derbyshire Safeguarding Children Board</i>	<i>Update procedures</i>	<i>Update procedures</i>	<i>Update procedures</i>	<i>Mark Sobey</i>	<i>Yearly to DSCB</i>