

Appendix 3 – Equality Impact Assessment

<h1>Equality Impact Assessment Form</h1>	
Directorate: Leisure and Environment	Service: Leisure and Wellbeing
Completed by: Simon Burnett	Date: 16/01/19
Subject Title: Adoption of Revised Safeguarding Policy	
1. DESCRIPTION	
Is a policy or strategy being produced or revised:	<i>*delete as appropriate</i>
	Yes
Is a service being designed, redesigned or cutback:	No
Is a commissioning plan or contract specification being developed:	No
Is a budget being set or funding allocated:	No
Is a programme or project being planned:	No
Are recommendations being presented to senior managers and/or Councillors:	Yes
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty (Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations):	Yes
Details of the matter under consideration:	
<p><i>If you answered Yes to any of the above go straight to Section 3</i></p> <p><i>If you answered No to all the above please complete Section 2</i></p>	
2. RELEVANCE	
Does the work being carried out impact on service users, staff or Councillors (stakeholders):	
If Yes , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered Yes go to Section 3</i>	
If you answered No to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i>	
3. EVIDENCE COLLECTION	
Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	All west Lancashire residents who are either children or vulnerable adults or their families
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)	See above



Which of the protected characteristics are most relevant to the work being carried out?	<i>*delete as appropriate</i>
Age	Yes
Gender	Yes
Disability	Yes
Race and Culture	Yes
Sexual Orientation	Yes
Religion or Belief	Yes
Gender Reassignment	Yes
Marriage and Civil Partnership	No
Pregnancy and Maternity	No
4. DATA ANALYSIS	
In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	Policy currently relates to all residents who are children, vulnerable adults or their families. Policy intends to protect the above from risks of harm to their welfare.
What will the impact of the work being carried out be on usage/the stakeholders?	This revised policy will increase this Councils abilities to protect children and vulnerable adults
What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?	An inter-departmental group was established to assess the current safeguarding policy and found that areas needed strengthening. The gaps found will be filled by the revised policy.
What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?	This policy revision is being led by regional and national guidelines which have been generated by substantial research and consultation.
If any further data/consultation is needed and is to be gathered, please specify:	The policy will be reviewed every 3 years so amendments can be made as a result of the experience gained and advice provided through the operation of the policy.
5. IMPACT OF DECISIONS	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	All residents classed as children or vulnerable adults, and many of the residents with protected characteristics fall within these categories, will be allowed the protection of a policy which means they will be able to take advantage of Council services as well as undertake other daily functions with the protection of Council procedure aimed to afford them protection from harm
6. CONSIDERING THE IMPACT	
If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).	It is not expected that a policy of this nature will afford any negative affects to the recipients. The only possible negative impacts may be on the onus, and impact, on staff having to deal with safeguarding issues. The policy will be reviewed every 3 years and

	this will be taken into consideration
What actions do you plan to take to address any other issues above?	Review process
7. MONITORING AND REVIEWING	
When will this assessment be reviewed and who will review it?	Jan 2020. Reviewing officer – Simon Burnett