

Equality Analysis Form / EqIA

By completing this form you will provide evidence of how your service is meeting Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to –*

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at:

<https://inform.gloucestershire.gov.uk/equality-and-diversity/>

Please see Appendix 1 for a good example of a completed EIA.

[Guidance available on the HUB](#)

1. Persons responsible for this assessment:

| | |
|------------------------------------|--|
| Name(s): Steve Miles | Telephone: N/A |
| | E-Mail: steve.miles@stroud.gov.uk |
| Service: Community Services | Date of Assessment: 23/02/2024 |

2. Name of the policy, service, strategy, procedure or function:

SDC Safeguarding Policy and Procedures Guide

Is this new or an existing one?

3. Briefly describe its aims and objectives

The policy and procedures guide ensures that Stroud District Council (SDC), are aware of their legal obligations in meeting its responsibilities to safeguarding children, young people, and adults with a consistent approach across the organisation. The policy and procedures guide applies to SDC staff, elected members, volunteers, contractors and partners delivering services on the Council's behalf.

4. Are there external considerations? (Legislation / government directive, etc)

Yes – Legislation and those directives given by UK Government. Details are defined in the policy and procedures guide.

5. Who is intended to benefit from it and in what way?

Children, Young People, and Adults who come into contact with SDC staff, elected members, volunteers, contractors, and partners through delivery of any SDC services. They will be protected from harm and supported to gain good access to support services, remain well and thrive.

6. What outcomes are expected?

SDC has a legal duty of care to protect all children, young people and adults, who come into contact with our services. Subsequently, we need to ensure that people are supported to gain good access to support services, remain well and thrive. Through good safeguarding practices and the following of procedures, particularly with regards to safeguarding concerns and incidents, people will receive as good an outcome as possible, if they are subject to a safeguarding matter.

7. What evidence has been used for this assessment?: (eg Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)

Knowledge already known and research carried out (to formulate the policy and procedures guide), regarding the legal duties of SDC and the safeguarding arrangements in Gloucestershire.

SDC have safeguarding duties in-line with the Childrens Act (2004), Working Together to Safeguard Children Statutory Guidance (*2018), the Care Act (2014) and the Care and Support Statutory Guidance (2014), Mental Health Capacity Act (2005), and Deprivation of Liberty Standards (2007).

*The Statutory Guidance was revised by UK Government in December 2023 and is subject to assessment by the Gloucestershire Safeguarding Childrens Partnership, with full implementation of new arrangements across the partnership due within 12 months.

8. Has any consultation been carried out? See list of possible consultees

The revised SDC Safeguarding Policy and Procedures Guide has been compiled through the work of the cross-services Corporate Safeguarding Group.

9. Could a particular group be affected differently in either a negative or positive way?
(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;
Positive – it could benefit and help meet the General Equality duty;
Neutral – neither positive nor negative impact / Not sure)

| Protected Group | Type of impact, reason and any evidence (from Q7 & 8) |
|----------------------------------|---|
| Age | <p>The safeguarding policy and procedures guide relates to children and young people aged, 0 to 17 and adults aged 18 and over.</p> <p>The impact on their welfare is positive, in that the guide clearly states its relation to people of all ages.</p> |
| Disability | <p>The safeguarding policy and procedures guide relates to people with disabilities.</p> <p>The impact on their welfare is positive, in that the guide details procedures that will enable those with disabilities to be protected through the robust practices of staff, elected members, volunteers, contractors and partners delivering services on the Council's behalf.</p> |
| Gender Re-assignment | <p>The safeguarding policy and procedures guide relates to people that are experiencing (or have experienced) gender re-assignment.</p> <p>The impact on their welfare is positive, in that the guide details procedures that will enable those experiencing (or have experienced) gender re-assignment to be protected through the robust practices of staff, elected members, volunteers, contractors and partners delivering services on the Council's behalf.</p> |
| Pregnancy & Maternity | <p>The safeguarding policy and procedures guide relates to people who are pregnant or experiencing maternity.</p> <p>The impact on their welfare is positive, in that the guide details procedures that will enable those who are pregnant or experiencing maternity, to be protected through the robust practices of staff, elected members, volunteers, contractors and partners delivering services on the Council's behalf.</p> |
| Race | <p>The safeguarding policy and procedures guide relates to all people regardless of their racial identity or origin.</p> <p>The impact on their welfare is positive, in that the guide details procedures that will enable all people regardless of their racial identity or origin, to be protected through the robust practices of staff, elected members, volunteers, contractors and partners delivering services on the Council's behalf.</p> |
| Religion – Belief | <p>The safeguarding policy and procedures guide relates to all people regardless of their religion or belief.</p> |

| | |
|---|---|
| | The impact on their welfare is positive, in that the guide details procedures that will enable all people regardless of their religion or belief, to be protected through the robust practices of staff, elected members, volunteers, contractors and partners delivering services on the Council's behalf. |
| Sex | <p>The safeguarding policy and procedures guide relates to all people regardless of their sex or gender.</p> <p>The impact on their welfare is positive, in that the guide details procedures that will enable all people regardless of their sex or gender, to be protected through the robust practices of staff, elected members, volunteers, contractors and partners delivering services on the Council's behalf.</p> |
| Sexual Orientation | <p>The safeguarding policy and procedures guide relates to all people regardless of their sexual orientation.</p> <p>The impact on their welfare is positive, in that the guide details procedures that will enable all people regardless of their sexual orientation, to be protected through the robust practices of staff, elected members, volunteers, contractors and partners delivering services on the Council's behalf.</p> |
| Marriage & Civil Partnerships (part (a) of duty only) | <p>The safeguarding policy and procedures guide relates to all people regardless of their marital status.</p> <p>The impact on their welfare is positive, in that the guide details procedures that will enable all people regardless of their marital status, to be protected through the robust practices of staff, elected members, volunteers, contractors and partners delivering services on the Council's behalf.</p> |
| Rural considerations: le Access to services; transport; education; employment; broadband; | Whilst the safeguarding policy and procedures guide does not consider any specific rural factors regarding equality, the practices of staff, elected members, volunteers, contractors and partners delivering services on the Council's behalf, should do so. By their nature and in response to other relevant Council policies and strategies, services are designed and delivered with rural considerations akin to the Stroud district. |

10. If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?


Please transfer any actions to your Service Action plan on Excelsis.

| Action(s): | Lead officer | Resource | Timescale |
|-------------------|---------------------|-----------------|------------------|
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| | | | |

Declaration

I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment

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| Completed by: Steve Miles | Date: 23/02/2024 |
| Role: Senior Youth Officer & Operational Safeguarding Lead | |
| Countersigned by Director:  | Date: 05.03.24 |

Date for Review: Please forward an electronic copy to policy@stroud.gov.uk