

## Durham County Council – Altogether Better equality impact assessment form

**NB: Equality impact assessment is a legal requirement for all strategies plans, functions, policies, procedures and services. We are also legally required to publish our assessments.**

**You can find help and prompts on completing the assessment in the guidance from page 7 onwards.**

### Section one: Description and initial screening

<b>Section overview: this section provides an audit trail.</b>	
Service/team or section: Durham Local Safeguarding Children Board	
Lead Officer: Chris O'Reilly	Start date: April 2010
Subject of the Impact Assessment: (please also include a brief description of the aims, outcomes, operational issues as appropriate)  Local safeguarding Children Board Procedures. The Local Safeguarding Children Board (LSCB) is a statutory body that consists of key agencies which have a duty to safeguard children. The role of the LSCB is to coordinate policies, procedures and planning regarding safeguarding practice in all agencies represented on the Board. The Board has a function to raise awareness of safeguarding through training, workshops and campaigns. The LSCB has a responsibility to evaluate the safeguarding actions of other agencies through performance management, child death reviews and serious case reviews.	
Who are the main stakeholders: General public / Employees / Elected Members / Partners/ Specific audiences/Other (please specify) – The main stakeholders are the key agencies in Durham, with a duty to safeguard children, such as Durham Constabulary, the Probation Service, Durham County Council Children and Young Peoples Service, Durham County Council Adult and Community Services, County Durham Primary Care Trust, Tees Esk and Wear Valley NHS Trust, Durham and Darlington NHS Foundation Trust, Hassockfield Secure Training Centre, CAF/CASS, NSPCC, the Voluntary Sector Academy and Durham Diocese.	
Is a copy of the subject attached? No	
If not, where could it be viewed? LSCB website: <a href="http://www.durham-lscb.gov.uk">www.durham-lscb.gov.uk</a>	

<b>Initial screening</b>											
Prompts to help you: Who is affected by it? Who is intended to benefit and how? Could there be a different impact or outcome for some groups? Is it likely to affect relations between different communities or groups, for example if it is thought to favour one particular group or deny opportunities for others? Is there any specific targeted action to promote equality?											
<b>Is there an actual/potential negative or positive impact on specific groups within these headings?</b> Indicate :Y = Yes, N = No, ?=Unsure											
Gender	Y	Disability	Y	Age	Y	Race/ethnicity	Y	Religion or belief	Y	Sexual orientation	N
<b>How will this support our commitment to promote equality and meet our legal responsibilities?</b>											
<b>What evidence do you have to support your findings?</b>											
The LSCB procedures, Sections 6 – 9 and appendices 2 - 7											
<b>Decision: Proceed to full impact assessment – Yes Date: 18 May 2010</b>											
<b>If you have answered 'No' you need to pass the completed form for approval &amp; sign off.</b>											

## Section two: Identifying impacts and evidence- Equality and Diversity

<b>Section overview: this section identifies whether there are any impacts on equality/diversity/cohesion, what evidence is available to support the conclusion and what further action is needed.</b>			
	Identify the impact: does this increase differences or does it aim to reduce gaps for particular groups?	Explain your conclusion, including relevant evidence and consultation you have considered.	What further action is required? (Include in Sect. 3 action plan)
<b>Gender</b>	This assessment does not identify any evident gender related disparity within LSCB procedures. Procedures regarding Female Genital Mutilation are obviously not inclusive of male children.	LSCB Procedures are clear that they apply to all children, irrespective of gender, race, disability, religion or sexual orientation. It is evident that all children have a right to be protected from significant harm. P71 of the procedures - 6.6.1 – 6.6.15 state that Female Genital Mutilation can cause serious harm and suffering and is extremely harmful practice that violates the most basic Human Rights. LSCB procedures are compliant with the Children Act 2004, the Female Circumcision Act 1995 and The Female Genital Mutilation Act 2003 and aim to protect girls from serious harm arising from this practice. 6.7 of the procedures safeguarding children from sexual exploitation for both male and female children and addresses issues for all children including those from ethnic communities and those with a disability and includes Child Trafficking.	Ascertaining how many girls might be at risk of harm as a result of FGM in Durham. If any follow on work is required, the LSCB should focus on a preventive strategy involving community education which should be sensitive to the cultural norms and pressures on parents and children.
<b>Age</b>	The LSCB procedures do not apply to safeguarding anyone over the age of 18	LSCB procedures apply to all children and young people from 0 – 18 years. There is also a specific section on safeguarding the unborn child. (p 8 section 6.1) The LSCB is a statutory body, created specifically to safeguard children.	Durham County Council operates a Safeguarding Adults Board with relevant procedures for people over the age of 18.

<p><b>Disability</b></p>	<p>LSCB procedures identify particular vulnerabilities of disabled children and outline ways to keep them safe.</p> <p>There is a consideration that the procedures may not be readily accessible for people who may have sight problems, however, the website allows for magnification of the procedures for up to 6400%</p>	<p>P80 section 6.8 of the LSCB procedures outlines how any child with a disability is by definition a 'child in need' under s17 of the Children Act 1989. Expertise in both safeguarding and promoting the welfare of child and disability has to be brought together to ensure that disabled children receive the same levels of protection from harm as other children</p>	<p>Safeguards for disabled children are essentially the same as for non-disabled children.</p> <p>Particular attention should be paid to promoting a high level of awareness of the risks of harm and high standards of practice, and strengthening the capacity of children and families to help them.</p> <p>Measures should include:</p> <ul style="list-style-type: none"> <li>• making it common practice to help disabled children make their wishes and feelings known in respect of their care and treatment;</li> <li>• ensuring that disabled children receive appropriate personal, health, and social education (including sex education);</li> <li>• making sure that all disabled children know how to raise concerns, and giving them access to a range of adults with whom they can communicate. Those disabled children with communication impairments should have a means of being heard.</li> </ul>
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<p><b>Race/Ethnicity</b></p>	<p>Aims to reduce gaps -Children from all cultures have a right to grow up safe from harm.          There is a consideration about access to the procedures by people who's first language is not English, however, the procedures are for professionals working in an agency with responsibility for safeguarding, and as such, they must have a good command of English.</p>	<p>P80 section 6.23 of the LSCB procedures outlines that children from all cultures are subject to abuse and neglect. Children from all cultures have a right to grow up safe from harm. In order to make sensitive and informed professional judgements about a child's needs, the procedures stress that it is important that professionals are sensitive to differing family patterns and lifestyles and to child rearing patterns that vary across different racial, ethnic and cultural groups. It is made clear that child abuse cannot be condoned for religious or cultural reasons. 6.21 is a separate section of the procedures, outlining what to do to safeguard children from abroad.</p>	<p>Information for the public on the LSCB website is only in English. Consideration should be given to their presentation in other languages</p>
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<p><b>Religion or belief</b></p>	<p>Aims to reduce gaps - Durham LSCB recognise that honour based violence and forced marriage is a human rights violation, contrary to the European Convention on Human Rights and Human Rights Act 1998 and that honour-based violence involves the commission of criminal offences. Procedures aim to safeguard young people who may be at risk of forced marriage and Honour Based Violence.(HBV)</p>	<p>P90 section 6.10 of the LSCB procedures outlines that HBV is a fundamental abuse of Human Rights. It is a collection of practices, which cut across all cultures, nationalities, faith groups and communities and are used to control behaviour to protect perceived cultural and religious beliefs and/or honour. Such violence can occur when perpetrators perceive that a relative has shamed the family and/or community by breaking their honour code. HBV may be committed by both male and female perpetrators. Forced marriage is differentiated from arranged marriage in that one or both spouses do not consent to the marriage and some element of duress is involved. Duress includes both physical and emotional pressure. The procedures are clear that forced marriage is primarily, but not exclusively, an issue of violence against females.</p>	<p>A new section on child abuse linked to belief in spirit possession should be added to the LSCB procedures.</p>
<p><b>Sexual orientation</b></p>	<p>This assessment does not identify any evident disparity with regard to sexual orientation within LSCB procedures.</p>	<p>P106 -6.13.11 states that all young people, regardless of gender, or sexual orientation who are believed to be engaged in, or planning to be engaged in, sexual activity must have their needs for health, education, support and/or protection assessed by the professional involved.</p>	<p>A statement should be placed at the beginning of the procedures which addresses that all services should be offered to children and young people regardless of gender, disability, race, religion or belief or sexual orientation</p>

**How will this promote positive relationships between different communities?**

Procedures are clearly aimed at safeguarding children equally, regardless of gender, disability, race, religion or belief or sexual orientation and taking into account their particular vulnerabilities.

### Section three: Review and Conclusion

Summary: please provide a brief overview, including impact, changes, improvements and any gaps in evidence.			
While the LSCB procedures are clearly aimed at safeguarding children equally, regardless of gender, disability, race, religion or belief or sexual orientation and taking into account their particular vulnerabilities, this assessment highlights some additions to be made and some actions to be monitored.			
Action to be taken	Officer responsible	Target Date	In which plan will this action appear
A statement should be placed at the beginning of the procedures which gives assurances about equality.	CO'R	Sept 2010	
A new section on child abuse linked to belief in spirit possession should be added to the LSCB procedures.	CO'R	Sept 2010	
Information for the public on the LSCB website is only in English. Consideration should be given to their presentation in other languages	LSCB Policy and Procedures Group	Sept 2010	
Audit of professionals adherence to procedures regarding safeguarding disabled children	CO'R	June 2011	Performance Framework 2011 - 2012
Ascertaining how many girls might be at risk of harm as a result of FGM in Durham.	?	June 2011	
When will this assessment be reviewed?	Date: June 2011		
Are there any additional assessments that need to be undertaken in relation to this assessment?	No		
Lead officer - sign off:			Date:
Service equality representative - sign off:			Date:

**Please email your completed Impact Assessment to the Equality team - equalities@durham.gov.uk.**