

Appendix 9: EQIA

Step 1: Aims and purpose of the proposal / policy being assessed (This should reflect what the policy is intending to achieve and how it seeks to achieve, it is this intention that the assessment seeks to measure, consider who benefits and how and who doesn't and why, also consider the impact of associated aims).

Policy Aim: This Safeguarding Children Policy sets out the ICBs approach to ensure that safeguarding and promoting the welfare of children is everyone's responsibility, working directly, indirectly or commissioning services for children or parents/carers. This policy applies to all employees of the ICB, including fixed term employees and seconded when working within the ICB and whilst on ICB business. The ICB have statutory responsibilities of their own in relation to safeguarding children and this document should be read in collaboration with other national and local guidance listed in the supporting references.

Step 2: Screening process for relevance to equality & diversity issues. Does this proposal / policy have any equality & diversity relevance in the following areas? (This should be considered in relation to the formulation and application of the policy. As far as possible engagement with the relevant staff network groups should take place to identify any potential areas of relevance).

General statement: The policy aims to ensure the roles and responsibilities of ICB staff in relation to safeguarding are clear and that staff are supported with information and guidance; to be able to escalate any safeguarding concerns they may have in a safe, timely and robust way. While this policy does not include or exclude any individual based on protected characteristics, it is important that our safeguarding processes are accessible and equitable for all staff. The purpose of this policy is to ensure that guidance is clear and to signpost to further guidance and support as required. It has been written with consideration of diversity and inclusion as it relates to safeguarding practice, including issues such as language, cultural awareness and consent and is underpinned by relevant legislation that has been put in place to protect people from harm.

Characteristic	Implications
Age	See General Statement
Disability	See General Statement
Gender reassignment	See General Statement
Marriage and Civil Partnership	See General Statement
Pregnancy and maternity	See General Statement
Race	See General Statement
Religion or belief	See General Statement
Sex	See General Statement
Sexual orientation	See General Statement

Other issues	None Identified
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Step 3: If you have answered, “Yes”, to any of the protected characteristic boxes in Step 2, a full impact assessment is required

Are any of the protected characteristic boxes in Step 2 marked “Yes”?

No

Step 4: Examination of available information (sources can include but are not restricted to – ESR data; MI relating to Recruitment /Employee Relations/Attrition; Industry best practice; legal overview; research articles; matters arising from judgements tested during consultation; consider four-fifths rule to assess difference).

N/A

Step 5: Full Impact Assessment Process

Step 5a: Consultation Log

Where are the consultation records stored? N/A

Date of consultation	Method	Who was consulted	What was the outcome
NA	NA	NA	NA

Step 5b: EIA Action Plan: Workforce Impacts (internal). Potential issues or impacts (positive and negative)

Positive/negative	Description of issue/impact	Mitigating actions	Risk (Low/Medium/High)	Outcome
N/A	N/A	N/A	N/A	N/A

Step 5c: EIA Action Plan: Service Delivery Impacts (external). Potential issues or impacts (positive and negative)

Positive/negative	Description of issue/impact	Mitigating actions	Risk (Low/Medium/High)	Outcome

N/A	N/A	N/A	N/A	N/A
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Step 6: Monitoring and review arrangements

How will the implementation of the proposal / policy be monitored, and by whom?

N/A

What is the timetable for monitoring (with dates)?

N/A

Is there a plan to undertake an evaluation of this policy (with dates)?

N/A

Step 7: Public availability of reports / result

N/A