

Equality Impact and Needs Assessment Form 2010

PART 1 – Initial Assessment

Step 1 – Preparation

Directorate:

Chief Executives

Business Development

Tenancy Services

Finance & Resources

Service:

Organisational

Name of policy, strategy or service:

YHN Safeguarding Children Policy and Procedure
Guidance

New Existing

Lead Officer: Martyn Burn

Members of EINA group:

①_Helena Hammock

②_Martyn Burn

③_Kim McMaster

④_Daniel Stanbury

⑤_Mandy Brown

⑥_____

Dates of assessment:

Start: 30/11/2010

End: 01/06/2011_____

Step 2 - Aims & purpose

<p>What is the main aim of the policy, procedure or function?</p>	<p>To effectively contribute towards the multi-agency approach to safeguarding children across Newcastle.</p>
<p>What are the outcomes and associated aims you are trying to achieve?</p>	<p>Aims to achieve:</p> <ul style="list-style-type: none"> • Children in Newcastle are safe – they are protected from maltreatment, impairment of their health and development is prevented, they receive safe and effective care and they have optimum life chances to enter adulthood successfully. • Meet our statutory duties. • Be an effective partner within the Newcastle Safeguarding Children Board (NSCB). • Extend our role beyond ‘Every Child Matters’. • Staff are aware of their responsibilities. • Staff receive adequate training and support to enable them to carry out their responsibilities.
<p>Which individuals, organisations or stakeholders are likely to have an interest in or likely to be affected by the policy or function? Who has been consulted?</p>	<ul style="list-style-type: none"> • Newcastle City Council (Children’s Services) • Newcastle Safeguarding Children Board partners • Children and families across the city (YHN customers/service users) • All YHN staff
<p>Who has overall responsibility for this policy, strategy or service? And is there a shared responsibility? (e.g. another department, authority or organisation.)</p>	<p>Overall responsibility sits with Head of Support and Care</p> <p>All staff must adhere to the responsibilities outlined in section 3.</p>

<p>Does the development/review of the policy or function present us with an opportunity to promote equality of opportunity and good community relations?</p>	<p>The document contributes towards helping make communities safe for children to live in.</p>
<p>What are the main policies, legislation or other documentation that relates to this policy or function?</p>	<ul style="list-style-type: none"> • The Children Act 1989 • The Victoria Climbe enquiry report – Lord Laming (2003) • Every Child Matters (2003) • The Bichard Enquiry (2004) • Local Government Act 2004 • Children Act 2004 • Working together to safeguard children (2010) • The vetting and barring scheme • YHN Domestic Violence Policy • YHN/NCC Prevention from Eviction and Repeat Homelessness protocol • NSCB policy and procedures • Data Protection Act 1998

Step 3 – Information and data

What qualitative data has been considered in the development/review of the document/service?

<ul style="list-style-type: none"> • Consultation with staff, young people and partners. • The Children Act 1989 • The Victoria Climbe enquiry report – Lord Laming (2003) • Every Child Matters (2003) • The Bichard Enquiry (2004)
--

- **Local Government Act 2004**
- **Children Act 2004**
- **Working together to safeguard children (2010)**
- **The vetting and barring scheme**
- **YHN Domestic Violence Policy**
- **YHN/NCC Prevention from Eviction and Repeat Homelessness protocol**
- **NSCB policy and procedures**
- **Data Protection Act 1998**
- **NSPCC guidance**
- **Barnardos guidance**
- **Benchmarking against other organisations**
- **NSCB policy and procedures**

What quantitative data has been considered in the development/review of the document/service?

- **Current level of referrals made by our Community Housing Offices.**
- **UK national statistics/Department for Education statistics – Referrals, assessments and children and young people who are the subject of a child protection plan.**

Are there any gaps in the data? What actions are required to address this?

At present we do not collect data around:

- **How many referrals our staff make.**
- **How many Common Assessment Framework's (CAF's) our staff have carried out.**
- **How many child protection conferences our staff attend.**

Actions to address this are outlined in the improvement plan.

Step 4 – Assessing the impact

All Strands	Impact +/-	Details of impact identified	Evidence
The policy and procedure outlines how we will contribute towards the safeguarding of all children.	Positive	The policy and procedure provides a guidance framework for staff. It will guide them in identifying a child in need and what action to take to ensure the child is adequately safeguarded.	Dissemination of the policy. Training provision. Annual policy review (to include data collection).
Age	Impact +/-	Details of impact identified	Evidence
Disability	Impact +/-	Details of impact identified	Evidence
Gender	Impact +/-	Details of impact identified	Evidence
Race	Impact +/-	Details of impact identified	Evidence

Religion, Faith or Belief	Impact +/-	Details of impact identified	Evidence
Sexual Orientation	Impact +/-	Details of impact identified	Evidence
Other	Impact +/-	Details of impact identified	Evidence
Poverty/ Homelessness YHN/NCC Prevention from Eviction and Repeat Homelessness protocol.	Positive	The protocol enables the needs of any children in a household which may be evicted to be addressed prior to eviction. The protocol involves social work intervention with the family to resolve issues leading to eviction and ensures children are safeguarded.	Prevention of eviction statistics provided quarterly.

If negative impacts have been identified, please go to Step 6. If no impacts have been identified, please go to Part 3.

Step 6 – Improvement Plan

Recommendations & actions for 'YHN Safeguarding Children Policy and Procedural Guidance			
All Equality Strands	Action	Responsible Officer	Completion Date
	<p>Lack of the following data:</p> <ul style="list-style-type: none"> • How many referrals our staff make. • How many CAFs our staff have carried out. • How many child protection conferences our staff attend. 		
	Implement a process to collate referral data.	Helena Hammock/Martyn Burn	April 2011
	Present the above data to MT and NSCB on an annual basis.	Helena Hammock/Martyn Burn	May 2012
	Review the policy. To include surveying staff to assess whether they have received adequate training to carry out their responsibilities.	Helena Hammock/Martyn Burn	May 2012

PART 3 – Publishing

Name of policy, strategy or service:

YHN Safeguarding Children Policy and Procedural Guidance

Comments:

This can be used to make any comments that you think may be relevant. This includes justifying any positive or negative impacts where no actions have been taken or why an EINA has been signed off.

Complete:

Initial Assessment

Full Assessment

Lead Officers signature:

Diversity Officer agreed & signed:

Director of Service agreed & signed: