

Appendix 4

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Chief Execs	Title of the Lead Officer responsible for EIA	Head of Communities and Community Safety
Name of the policy or function to be assessed:		Safeguarding Adults Policy 2025-28	
Title of the Officer undertaking the assessment:		Head of Communities and Community Safety	
Is this a new or an existing policy or function?		Existing Policy	
<p>1. What are the aims and objectives of the policy or function?</p> <p>This policy sets out the Council's commitment to safeguarding adults who are at risk and how it will meet its moral and statutory obligations through decision making, service delivery, and other appropriate actions and developments.</p> <p>Broxtowe Borough Council's (the Council's) Vision for Broxtowe is "A greener, safer, healthier Broxtowe, where everyone prospers"</p> <p>The Council's corporate priority for Community Safety is "A safe place for everyone"</p>			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>Implement and maintain systems of working practice to safeguard vulnerable children during council activities</p> <p>To fully assist Nottinghamshire County Council and other relevant agencies in the safeguarding and promotion of the welfare of children who are experiencing, or at risk of, child criminal exploitation, child sexual exploitation, abuse or neglect.</p> <p>To develop and implement appropriate procedures to ensure the well-being of children in need of safeguarding to protect them from harm.</p> <p>To provide employees, Councillors and volunteers (working on behalf of Broxtowe BC) with training, guidance and support to assist them in recognising and responding to indicators of possible abuse or neglect.</p>			

Directorate:	Chief Execs	Title of the Lead Officer responsible for EIA	Head of Communities and Community Safety
<p>To ensure that all employees working with children with care and support needs can identify the signs and symptoms of the ten types of neglect and abuse.</p> <p>To ensure that all employees understand and follow the relevant procedures when they have concerns about children experiencing or at risk of abuse or neglect.</p> <p>To ensure that any appropriate Disclosure and Barring Service (DBS) checks are completed, as determined by Broxtowe Borough Council's Recruitment and Selection Policy, for employees that work with, or have significant access to, adults at risk of child criminal exploitation, child sexual exploitation, abuse or neglect.</p> <p>To facilitate the Neighbourhood Safeguarding and Disruption Panel, in Broxtowe. This is a multi-agency forum which meets to share intelligence on known children at risk to ensure all appropriate help and support can be provided.</p> <p>To refer to and participate in Child Criminal Exploitation Panel, the Multi Agency Sexual Exploitation Panel and Child in need Conferences. These are a multi-agency forums which meet to share intelligence on known children at risk to ensure all appropriate help and support can be provided.</p>			
<p>3. Who is intended to benefit from the policy or function?</p> <p>Children in the Borough who may be considered at risk of child criminal exploitation, child sexual exploitation, abuse or neglect.</p>			
<p>4. Who are the main stakeholders in relation to the policy or function?</p> <p>Children and parents who are residents of the borough; Broxtowe Borough Council staff, Nottinghamshire Safeguarding Children Partnership, Nottinghamshire County Council, Schools and relevant partner agencies, charities and organisations.</p>			
<p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</p> <p>In 2023/24 the numbers of children subject to a Child Protection Plan steadily reduced from 669 to 513. This is a significant reduction of just under 15%. Children's social care have been requesting fewer Initial Child Protection Conferences over the year – 123 in Q4 of 2022/23, compared to 73 in Q4 of 2023.</p> <p>There is a statutory requirement on safeguarding partners to conduct a 'Rapid Review' when serious child safeguarding cases are identified. There have been four rapid reviews completed in Nottinghamshire in 23-24.</p> <p>(Nottinghamshire Safeguarding Children Partnership Annual Report 2023-24)</p>			

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<p>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?</p> <p>None available</p>			
<p>7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?</p> <p>Not undertaken.</p>			
<p>8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:</p>			
<p><input type="checkbox"/> Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?</p> <p>The policy does not adversely affect any individual group.</p> <p>Some of the issues highlighted in the Policy affect individual groups such as those involved in child exploitation. The targeting of this is wholly justified on the basis that it is illegal.</p>			
<p><input type="checkbox"/> Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?</p> <p>Yes</p>			
<p><input type="checkbox"/> Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?</p> <p>The only barrier which prevents access is where children are kept purposefully hidden from others in the community through parental decisions not to access services, children's early years or social settings such as play groups or to home school.</p>			
<p><input type="checkbox"/> Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?</p> <p>It is anticipated that positively addressing the issue of safeguarding children will only be seen as beneficial.</p>			
<p><input type="checkbox"/> What further evidence is needed to understand the impact on equality?</p> <p>None</p>			

9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?

Age: No further action required

Disability: No further action required

Gender: No further action required

Gender Reassignment: No further action required

Marriage and Civil Partnership: No further action required

Pregnancy and Maternity: No further action required

Race: No further action required

Religion and Belief: No further action required

Sexual Orientation: No further action required

Care Experience: No further action required

Executive Director: Ruth Hyde

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature:

