

Appendix 4 PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Multi Agency Safeguarding Arrangements (MASA) 2024	
Date of Equality Analysis (EA): 10 July 2024	
Directorate: CYPS	Service area: Safeguarding
Lead Manager: Tony Morrissey	Contact number: 01709 289898
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input type="checkbox"/> Other
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Lee Durrant	LA CYPS	Service and business Manager RSCP
Nicola Curley	LA CYPS	Strategic Director CYPS
Helen Sweatton	LA CYPS	Joint Assistant Director Commissioning, Quality and Performance

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, other groups or stakeholder/s e.g., service users, employees, partners, members, suppliers etc.)

The MASA is a high level document setting out the key responsibilities of statutory partners as laid out in Working Together 2023. Whilst it should be sensitive and consistent with the needs of individuals and communities within Rotherham. It is reflective of national guidance and is supported by RSCP multi agency procedures which deal with children in specific circumstances.

Furthermore, as part of the Section 11 challenge panel in 2022, equality and diversity was reported on, and evidence provided. This panel will complete similar activity in September 2024.

What equality information is available? (Include any engagement undertaken)

There is quality information that is already used to shape priorities and deliver existing services across the Local Authority, health and education sectors.

Each delivery group within the RSCP has a detailed work plan which sits alongside the relevant strategy (CE strategy due to cabinet September 2024 and Safeguarding In Education Strategy in development) and includes the capturing of data, including diversity, and feedback from different children and groups. These views will continue to be used to monitor, scrutinise and inform the plan).

The data and analysis of this information is overseen by the Practice, Performance and Learning Delivery group reporting to Rotherham Safeguarding Children's Partnership Executive.

Are there any gaps in the information that you are aware of?

Not that we are currently aware of, we have rich cross organisational data and the delivery group scorecards in development (existing for CEDG) will add value to existing data sets and analysis already held in Rotherham.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

The RSCP Executive provides oversight of the MASA implementation and impact. This is driven by Working Together 2023 statutory guidance which was subject to national consultation in summer 2023.

The RSCP also undertake audits in respect to practice based on thematic areas linked to its priorities. This provides evidence of the impact of the MASA and multi-agency practice.

Existing data and well-established methodology across the children’s workforce will continue to be used to monitor impact on those groups with protected characteristics.

The RSCP ongoing training includes working with vulnerable children and young people and those with protected characteristics.

<p>Engagement undertaken with customers. (date and group(s) consulted and key findings)</p>	<p>Feedback and consultation are part of our business, through the activities described in this document. We will undertake further consultation in addition as required to ensure meaningful engagement.</p>
<p>Engagement undertaken with staff (date and group(s) consulted and key findings)</p>	<p>To support the update of the MASA consultation and engagement with Executive partners was undertaken.</p> <ul style="list-style-type: none"> • It has been presented to the RSCP Executive Group • It has been presented to the Council SLT <p>Consultation regarding Working Together has taken place at RSCP Wider Partnership Events in May 2024 and at Designated safeguarding Lead Events in June 2024.</p>

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

The purpose of multi-agency safeguarding arrangements is to ensure that, at a local level, organisations and agencies are clear about how they will work together to safeguard children and promote their welfare. This means:

- There is a clear, shared vision for how to improve outcomes for children locally **across all levels of need** and all types of harm, including analysis of the voice of the child and family and insights from data.

The MASA guides Safeguarding partnerships to ensure that:

- The voice of children and families combined with the knowledge of experienced practitioners and insights from data, provides a greater understanding of the areas of strength and/or improvement within arrangements and practice
- Information is sought, analysed, shared, and broken down by protected characteristics to facilitate more accurate and timely decision-making for children and families, and to understand outcomes for different communities of children

Does your Policy/Service present any problems or barriers to communities or Groups?

No barriers identified, the MASA focuses on ensuring agencies work together and share information in order to safeguard all children and young people. Through intelligence reporting systems we can track and identify emerging themes.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Yes. The MASA is derived from statutory national guidance which provides clarity and direction to safeguarding partners across the children's workforce.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The MASA is relevant to all children and young people and does not differentiate between different groups.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Multi Agency Safeguarding Arrangements (MASA) 2024
Directorate and service area: CYPS
Lead Manager: Tony Morrissey
Summary of findings:
The Equality Impact Analysis assures that there is no change to existing provision for children and families in Rotherham and is supported by and compliant with national statutory guidance.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Complete and submit MASA	A, D, S, RE, RoB, PM C, O Youth	07/24
Cabinet Paper	As above	07/24

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date
Tony Morrissey	Head of Service Safeguarding	July 2024
Nicola Curley	Director of Children's Services	July 2024
Cllr Cusworth	Lead Member Children's Services	July 2024

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	September 2024
Report title and date	MASA 2024
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	