

PART A - Initial Equality Screening Assessment

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.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title

Title: Corporate Safeguarding Protocol

Directorate:
Assistant Chief Executive's

Service area:
Human Resources

Lead person:
Amy Leech

Contact:
amy.leech@rotherham.gov.uk

Is this a:

☒ **Strategy / Policy**
☐ **Service / Function**
☐ **Other**

If other, please specify

2. Please provide a brief description of what you are screening

The Corporate Safeguarding Protocol was approved by Cabinet in November 2022 and has been reviewed in line with changes to legislation.

The Protocol acts as a framework for the Council to ensure that safeguarding is embedded across all services and that staff, contractors, elected members and volunteers understand their responsibilities and the different forms that abuse can take.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about 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.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>		X
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	X	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>	X	
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>	X	
If you have answered no to all the questions above, please explain the reason		

If you have answered **no** to **all** the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be

considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

The Protocol is designed to positively impact equality and diversity ensuring that every child, young person and adult, regardless of their background, age, culture, sexual orientation, gender identity or religious belief should be able to line and participate in safe society without any fear, violence, abuse, bullying, discrimination or exploration.

- **Key Findings**

The Corporate Safeguarding Protocol has been reviewed in line with legislation and considered at the Corporate Safeguarding Champions Meeting that is chaired by safeguarding leads for Adults and Children's Services.

- **Actions**

The changes in the Protocol from November 2022 and the revised version are detailed below.

Section 1 Foreword

Leadership and Governance Updates

Section 4 Legislative Context – Adults and Children's Types of Abuse and Neglect

Legislative and Policy Alignment

Section 5 Safeguarding Children and Young People

Children's Participation

Section 6 Adults Safeguarding Board (SAB)

Date to scope and plan your Equality Analysis:

See above

Date to complete your Equality Analysis:

10/10/25

Lead person for your Equality Analysis
(Include name and job title):

Amy Leech, Head of HR (Policy and Operations)

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Lynsey Linton	Assistant Director Human Resources	10/10/25

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening 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 of **all** screenings 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 screening completed	
Report title and date	Corporate Safeguarding Protocol
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	17/10/25
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	10/10/25