

Initial Equality Screening Assessment (Part A)

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.

Directorate: Assistant Chief Executive	Service area: HR & OD
Lead person: Lee Mann	Contact number: 01709 822285

1. Title: Corporate Safeguarding Statement

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify; Statement setting out the aims, roles and responsibilities for safeguarding within and across the Council.

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

The Council has recently updated its Safeguarding Statement with the aim of raising the awareness of how to raise safeguarding concerns as a member of Council staff and reiterate roles and responsibilities; ensuring that safeguarding is everyone's business.

The statement sets out the ambitions for the Council and key partners, includes an overview of what safeguarding is and sets out the roles and responsibilities for everyone in reporting safeguarding concerns. The document also provides further information on how the Council works alongside partners to deliver on this agenda.

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, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?		X
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	X	
Have there been or likely to be any public concerns regarding the proposal?		X
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		X
Could the proposal affect the Council's workforce or employment practices?		X

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 prior to carrying out an **Equality Analysis**.

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 and use the prompts for guidance.

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

There is likely to a positive impact on children, younger people and vulnerable adults. Raising the profile, responsibilities and processes for reporting safeguarding concerns will have a positive effect on vulnerable residents.

- **Key findings**

The community and their circumstances present specific needs that the scheme is design to address.

- **Actions**

Paragraph 2.48 or the report provides that an officer decision will be taken by the Assistant Chief Executive, in consultation with the Leader of the Council, to set out how

the fund has been used to date, to meet specific emergency requirements as well as setting out how the Council will provide ongoing wrap around support moving forwards. This will address the equalities issues as required.

Date to scope and plan your Equality Analysis:	This will be determined by the actions covered in paragraph 2.48.
Date to complete your Equality Analysis:	This will be determined by the actions covered in paragraph 2.48.
Lead person for your Equality Analysis (Include name and job title):	n/a

5. Governance, ownership and approval

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

Name	Job title	Date
Jo Brown	Assistant Chief Executive	

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	25/10/2022
If relates to a Key Delegated Decision, Executive Board, Council or a Significant Operational Decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	25/10/2022