

## 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	
<b>Equality Analysis title: Neglect Strategy 2023 -2026</b>	
<b>Date of Equality Analysis (EA): 31 October 2023</b>	
<b>Directorate:</b> CYPS	<b>Service area:</b> Safeguarding
<b>Lead Manager:</b> Laura Gough	<b>Contact number:</b> 07920037934
<b>Is this a:</b> <input checked="" type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>	
<b>If other, please specify</b>	

**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)
Jo Hattan	LA CYPS	Senior safeguarding Officer for Children in care (IRO) CYPS
Jo McCartan	LA CYPS	service manager for CP CYPS
Lee Durrant	LA CYPS	Service Manager for the RSCP business unit.

**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.)

It is important to note that in preparation for the development of strategy, an 'awayday' for the Neglect delivery Group took place, where equality and diversity was considered in detail and did inform the strategy.

Furthermore, as part of the Section 11, equality and diversity was reported on, and evidence provided in 2022 and which is still relevant.

**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.

A work plan will sit alongside the strategy with includes the capturing of data, including diversity and equality, and feedback form different children and groups which will continue to be used to monitor, scrutinise and inform the plan. This work plan is owned and delivered on by the Neglect Delivery group, a multi-agency group offering cross partnership challenge and co working.

Equality information is available through existing delivery in the following ways:

Regular monitoring and oversight through the Neglect Delivery group.

Performance Practice and Learning

CYPS performance reporting – Scorecards and Dashboards

Audit and QA activity

DfE

Department for Health & Social Care

Ofsted

Staff and SW Health Check 2023

**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. However, we will be working on a Neglect specific score card to hold data in one place for analysis.

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

The Neglect Delivery group provides oversight of the strategy implementation and impact. The governance arrangements (RSCP) will provide accountability through monitor and oversee performance.

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

As part of current practice, the voice of children and families is sought through audit activity, and a variety of voice groups.

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

**Engagement undertaken with customers. (date and group(s) consulted and key findings)**

June 2023: Neglect Delivery group (including colleges from the partnership and voluntary sector)

October 2023: Early Help

**Engagement undertaken with staff (date and group(s) consulted and key findings)**

June 23: Multi Agency Workshop with key agencies in attendance. This included front line providers, voluntary sector managers and leaders.

**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)**

Service delivery is regulated by a range of legislation (the Children Act (1989, 2004) Working Together to Safeguard Children 2018, Working Together to Improve School Attendance (2022). Services work in an inclusive way, utilising restorative practice and will continue to work within these parameters.

The strategy follows a well-used evidenced and methodology of supporting organisation to understand the complexity of Neglect and follows the Neglect Graded Care Profile methodology for assessing Neglect.

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

No barriers identified, the Neglect strategy focuses equipping the workforce to safeguard children and young people. Through intelligence reporting systems we can track themes and identify emerging themes.

The Neglect Delivery Group is a multi-agency partnership group that promotes co-working and shared strategy. Good effective communication is the key to the success of this group.

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

There is evidence that the service provided under the previous strategy has made a positive impact for children and young people. The new strategy builds upon this, and elevates the Neglect sub-group to Neglect Delivery Group, reporting to the RSCP exec group and having the same status as other delivery groups.

There are no plans to reduce or scale down existing provision.

**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 Neglect strategy provision is for 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

<b>Title of analysis: Neglect Strategy</b>
<b>Directorate and service area: CYPS 9RSCP)</b>
<b>Lead Manager: Laura Gough</b>
<b>Summary of findings:</b>
The Equality Impact Analysis assures that there is no change to existing provision for children and families in Rotherham. Rather, the strategy and provision will continue to address issues of CE across Rotherham and continue to provide the framework for which agencies work together to safeguard children and young people.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Complete and submit CE strategy	A, D, S, RE, RoB, PM C, O Youth	October 2023
Cabinet Paper	As above	November 2023
Work plan presented to CEDG	As above	October 2023

**\*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
Laura Gough	Head of Service Safeguarding	October 2023
Nicola Curley	Director of Children's Services	
Cllr Cusworth	Lead Member Children's Services	

## 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](mailto: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.

<b>Date Equality Analysis completed</b>	October 2023
<b>Report title and date</b>	Neglect strategy
<b>Date report sent for publication</b>	
<b>Date Equality Analysis sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	