

## 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: Child Exploitation Strategy 2024 -2029</b>	
<b>Date of Equality Analysis (EA): 17 May 2024</b>	
<b>Directorate:</b> CYPS	<b>Service area:</b> Safeguarding
<b>Lead Manager:</b>	<b>Contact number:</b>
<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)
Carol Sibley	LA CYPS	Principal social worker and QA service manager CYPS
Jo McCartan	LA CYPS	service manager for CP 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.)

It is important to note that in preparation for the development of strategy, an 'away day' for the CEDG 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.

**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 detailed work plan sits alongside the strategy with includes the capturing of data, including diversity, and feedback from 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 RSCP through its CEDG, a multiagency 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 CEDG and Practice, Performance and Learning Delivery group reporting to Rotherham Safeguarding Children's Partnership  
CYPS performance reporting – Missing / CE Scorecards

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 and the new/ planned CEDG scorecard 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 CEDG provides oversight of the strategy implementation and impact. The governance arrangements (RSCP) will monitor and oversee performance and impact on children, young people and families.

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.

As part of current practice, the voice of children and families is routinely sought through the Evolve service, and annual review of the TRS (via Sheffield Hallam university).

Our ongoing training 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 2022: Child Exploitation workshop

December 2022: Strategy shared with Evolve and young people.

June 2022: review undertaken with victims / survivors of CSE. A meeting was held with victims / survivors to discuss CE and how they experience services. A task and finish group were devised to act upon the recommendation from the sessions, one of which was training for staff working with children and additional needs including learning needs, and which forms part of the strategy.

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.

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

June 22: Multi Agency Workshop with key agencies in attendance. This included front line providers, managers and leaders.

Dec 22: Multi Agency CEDG meeting, with approx. 15 professionals for across the partnership in attendance.

DLT and SLT engagement between Nov 22 and Jan 23

	<p>Consultation with TRFT (as part of above activities) and in Dec 22</p> <p>Consultation with Safer Communities (as part of above activities) and Jan 23</p> <p>Consultation with Adult service Jan 23</p> <p>Lead Elected member for Children's Services and SRP engagement Dec 22</p> <p>Stakeholder Event with statutory and wider partners 1 February 2024</p>
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#### 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 2023, 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 CE, including contextual safeguarding and the 4 Ps, Prepare Prevent, Protect, Pursue. The Strategy also supports the delivery of post abuse support to survivors and victims. This was the basis of our previous strategy and remains relevant today. Rooted in the National CSA strategy 2021 the four Ps support partners to consider their arrangements listed in the organisational responsibilities.

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

No barriers identified, the CE strategy and work plan focuses on equipping the workforce to safeguard children and young people, pursue perpetrators and provide support to victims and survivors. Through intelligence reporting systems we can track themes and identify emerging themes.

The CEDG is a multi-agency partnership group that promotes co-working and will monitor the 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?**

Yes. There is an abundance of evidence that the service provided under the previous strategy has made significant positive impact for children and young people. The new strategy builds upon this.

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 strategy and CE 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:</b>
<b>Directorate and service area:</b>
<b>Lead Manager:</b>
<b>Summary of findings:</b>
<b>The</b> 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	06/24
Cabinet Paper	As above	06/24
Work plan presented to CEDG	As above	03/23

**\*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	May 2024
Nicola Curley	Director of Children's Services	May 2024
Cllr Cusworth	Lead Member Children's Services	May 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](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>	17 May 2024
<b>Report title and date</b>	CE Strategy 2024-29
<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>	