

## Appendix 3 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	
<b>Title: Multi Agency Safeguarding Arrangements</b>	
<b>Directorate: Children and Young People's Services</b>	<b>Service area: Safeguarding</b>
<b>Lead person:</b> Tony Morrissey	<b>Contact number:</b> 01709 289898
Is this a:	
<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. Please provide a brief description of what you are screening
<p>The Children Act 2004, as amended by the Children and Social Work Act 2017, requires that the three safeguarding partners (Local Authorities, Integrated Care Board and Chief Officers of Police), make arrangements to work in partnership together along with relevant agencies to safeguard and promote the welfare of children in the area. The safeguarding partners in Rotherham are:</p> <ul style="list-style-type: none"> <li>• NHS South Yorkshire (Rotherham) Integrated Care Board (ICB)</li> <li>• Rotherham Metropolitan Borough Council (RMBC)</li> <li>• South Yorkshire Police (SYP)</li> </ul>

Working Together to Safeguard Children (2023), is the statutory guidance which outlines what the responsibilities of safeguarding partners are, delivered through the new safeguarding arrangements. This includes a shared accountability between the three key partners and the requirement to have independent scrutiny. The MASA document has been updated in 2024 to reflect the new language and changes adopted in Working Together 2023.

### 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?**

There are approximately 4,700 children open to children's service, from Early Help, Child in Need, Child Protection, looked after children and leaving care (as of 31<sup>st</sup> March 2024).

Of the children open to the Evolve service at the end of March 2024, 22% are from BME backgrounds, 78% white British and 12% not recorded. 35% are female and 65% male.

To support the update of the MASA consultation and engagement with Executive partners was undertaken.

- It has been presented to the RSCP Executive Group
- It has been presented to the Council SLT

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.

- **Key findings**

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.
- Ensuring that organisations and agencies are challenged appropriately,

<p>effectively holding one another to account so that when a child is identified as suffering or likely to suffer significant harm there is a prompt, appropriate and effective response to ensure the protection and support of the child</p> <ul style="list-style-type: none"> <li>Senior leaders have a good knowledge and understanding about the quality of local practice and they promote and embed a learning culture which supports local services to become more reflective and implement changes to practice</li> </ul>	
<ul style="list-style-type: none"> <li><b>Actions</b></li> </ul> <p>An Equality Impact Analysis has been completed and is also an appendix to the Cabinet report. The needs of service users are considered within the Working Together guidance which is supplied alongside this appendix.</p>	
Date to scope and plan your Equality Analysis:	Completed
Date to complete your Equality Analysis:	July 2024
Lead person for your Equality Analysis (Include name and job title):	Tony Morrissey, Head of Service, Safeguarding, Quality and Learning

### 5. Governance, ownership and approval

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

Name	Job title	Date
Nicola Curley	Strategic Director, Children & Young Peoples Service	

### 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](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 screening completed</b>	September 2024
<b>Report title and date</b>	Multi Agency Safeguarding Arrangements 2024
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	30/09/2024