

Appendix 2**Full Equality Impact Assessment 2019 v2.0**

A detailed equality impact assessment for a project, policy or procedure which will have a wide scale impact on a team(s) or on service delivery, also useful for a project which is likely to have a range of equality benefits and can be used as best practice.

1. Name of project, policy or procedure
Safeguarding arrangements
2. Directorate/ team this project or policy is owned by
People
3. Project lead (<i>This is the individual whose responsibility the project or policy; this is not always the author</i>)
ACFO Sarah Warnes
4. EIA author (<i>the name of the individual who is completing this form</i>)
Wendy Browning-Sampson
5. Is this a new or existing policy or project?
Existing policy but amended arrangements in relation to Safeguarding.
6. When is this project due for implementation/ completion?
September 2020
7. Please set a date to review this project (<i>pick a realistic date when you can review any impact of this project / policy in operation. You should at that point review considering any unforeseen impacts on equality that have arisen</i>)
March 2021
8. What are the aims / outcomes of the project/ policy? (<i>what do you hope to achieve? please be detailed so if a cost saving is expected then be specific, if it is a business improvement then detail what benefit you hope to see</i>)
The Service, wanting to assure their Safeguarding processes and practice, engaged a consultant during September 2018 and March 2019. As an outcome an interim report was submitted to Scrutiny Committee on February 2019. A final report with an action plan was developed as an outcome of the review, was received, considered and

recommendations approved by Scrutiny Committee at its meeting on 27 March 2019.

In January 2020, the Safeguarding accountabilities were aligned to the ACFO People – a Brigade manager post as a temporary measure. This is in line with NFCC guidance which stipulates ‘a named senior officer with overall responsibility’.

Further work is programmed to align the Service to the NFCC guidance and best practice to support the Service to protect the most vulnerable people in our communities. Some of the work being undertaken includes:

- Policy and procedures
- Appointment of designated safeguarding officer to support and embed safeguarding within the Service
- Competency Framework within CPA
- Redefining WMFS relationships within 14 Safeguarding Boards or equivalent partnerships to improve clarity, consistency of approach and year in and year end assurance processes.
- Arrangements for Position of Trust Adults and Children’s Policy.

Impacts

This section is for you to demonstrate due consideration of consider any impact of your project, policy or procedure. **You must** provide data to evidence that you have researched the possible impact of your policy on employees and/or the community. Your data collection must be robust, and you must show evidence that you have analysed any potential impact or trends. Workforce Planning can help provide data if needed and support and guidance is available from the DICE team. **DO NOT** identify individuals.

<p>9. Have you identified any impacts due to race, ethnicity or national identity?</p> <p>No <input type="checkbox"/> Yes <input type="checkbox"/></p> <p><i>If yes detail here:</i></p>
<p>10. Have you identified any impacts due to gender, including gender identity, transgender and non-binary gender identity?</p> <p>No <input type="checkbox"/> Yes <input type="checkbox"/></p> <p><i>If yes detail here:</i></p>
<p>11. Have you identified any impacts due to disability, including mental health, learning difficulties, and those on the Autistic spectrum?</p> <p>No <input type="checkbox"/> Yes <input type="checkbox"/></p> <p><i>If yes detail here:</i></p>

12. Have you identified any impacts due to Religion or Philosophical belief, including any non-mainstream faiths?
No x _____ Yes _____ <i>If yes detail here:</i>
13. Have you identified any impacts due to age? This includes any impact on those 18 years old and above
No x _____ Yes _____ <i>If yes detail here:</i>
14. Have you identified any impacts due to sexual orientation? This includes Bi sexual and should not be confused with gender identity.
No x _____ Yes _____ <i>If yes detail here:</i>
15. Have you identified any impacts due to maternity/ paternity?
No x _____ Yes _____ <i>If yes detail here:</i>
16. Have you identified any impacts due to an individual's marital status, this includes same sex partnerships?
No x _____ Yes _____ <i>If yes detail here:</i>
17. Who is will to benefit from this project or policy?
Vulnerable people within our communities will be more effectively supported through the new arrangements. The new arrangements will also ensure more consistency within our Service through the embedding of the Safeguarding assurance processes.
18. Are any individuals or groups likely to be adversely impacted by the project or policy? If so, detail who.
The Safeguarding arrangements will apply to all vulnerable people irrespective of any protected characteristic.
19. What consultation have you carried out or plan to carry out?
The Safeguarding Policy has been consulted through our consultative arrangements. Updates on our approach to safeguarding have been shared with WMFRA Scrutiny committee and amends to the arrangements with partners will be through an engagement process with the partners. This will include 14 Safeguarding boards across WMFS service delivery area.

20. Does this policy or project meet the communities varied needs? (<i>applicable for polices which impact on the communities we serve and service delivery</i>)
Yes, please see above.
21. Does the policy/ activity support WMFS in fulfilling its General duties under the Equality Act 2010. (<i>not all projects, policy or activity will support but this section allows you to identify best practice/ benefits</i>) The general duties are; Advance equal opportunities, Foster good relations between different groups, Eliminate behaviours deemed to be illegal under the act such as harassment or discrimination
No direct contribution to General Duties.
22. Having shown due regard to the equality considerations what is your next step? (please select one option, if unsure of potential impact please contact a member of the DICE team for further advice. Remember direct discrimination CANNOT be justified under the Equality Act) <ul style="list-style-type: none"> • Continue the policy /activity despite potential or actual impact • Continue the policy / activity with no major change needed • Adjust the policy / activity to remove or mitigate any adverse impact
Continue review current arrangements and implement new arrangements. The new arrangements will include improved assurance processes. These assurance processes can be considered on a regular basis by the ACFO People supported by Safeguarding Manager during the Safeguarding Panel meetings. Which will take place on a regular basis.
23. DICE team comments EIA agreed, no adverse impact identified (TDP 16/06/20)