

INITIAL SCREENING TOOL

Title of policy/service/function/procedure/programme/ or strategy being assessed: TP018 Safeguarding children and Young People Policy.
 (Please remember that even informal policies & procedures need to be equality analysed.)

Is it new or revised

(If revised, please attach a copy of the original Equality Analysis.)

Senior Manager Responsible Lysa Walder *Lysa Walder*

Department Clinical and Quality Directorate

Section Safeguarding children

EQUALITY ANALYSIS SCREENING TEAM (Please enter below the names of the project team members who carried out this initial screening with you and their role in the screening (e.g. team colleague or critical friend).)

Name	Department	Role
Margaret Luce	Patient and Public Involvement	Critical Friend
Steve Lennox	Clinical and Quality Directorate	Director
Alan Taylor	Clinical and Quality Directorate	Head of Safeguarding Adults
Clive Palmer	Patient Experiences Department	Social Work Liaison Officer
Janice Markey	Human Resources & Organisation Dev	Equality and Inclusion Manager
Lysa Walder	Clinical and Quality Directorate	Head of Safeguarding Children

Date of screening 29th May 2013

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Please summarise below the aims and objectives of this policy/service/function etc. including any intended outcomes.

The introduction of guidance around the management of children under 18 years of age to keep them protected from harm and make timely referrals including all protected characteristic groups.

To ensure that all Trust employees, contractors and volunteers are aware of their duties to uphold the welfare and rights of children and young people and fulfil their professional responsibilities to take action to prevent them from experiencing neglect, harm or abuse.

Please state below who is intended to benefit from this policy/service/function etc. and in what way.

The Trust will benefit from having a workforce that is informed of the policies and guidance governing the duty to protect children at risk from harm, abuse or neglect as well as how to identify at risk patients and safeguarding concerns. Children and their families will benefit by being protected from harm through consistent and safe ways of working by crews who are aware of their responsibility to ensure their right to be protected from harm is upheld and acted upon.

Other statutory organisations/stakeholders to ensure safer ways of working across organisations including NSPCC, the police, local authorities etc

Please state in the table below whether the policy/service/function etc. could have any potential impact on anyone from a “protected characteristic” group, whether service users, staff or other stakeholders

“Protected Characteristic Group”	Is there likely to be a positive or neutral impact in regard to:	If the impact is adverse, can this be justified on the grounds of promoting equality of opportunity for a “protected characteristic” group or for another reason?
Age	Neutral	
Disability	Positive	Disability is a group that is classed as being at greater possible risk
Gender Reassignment	Neutral	
Marriage and Civil Partnership (duty only applies to elimination)	Positive	Consistent and safe ways of working

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of discrimination)		
Pregnancy and Maternity	Positive	Consistent and safe ways of working
Race	Neutral	
Religion or Belief	Neutral	
Sex/Gender	Neutral	
Sexual Orientation	Neutral	

Can the policy/service/function etc. be used to advance equality and foster good relations, including for example, participation in public life? If so, how?

Yes, enabled through protection and fostering good relations. This policy reinforces that all employees who have concerns that a child is subject to abuse, harm or neglect should report this regardless of protected characteristics by acting as their advocate.

Please provide and summarise below any relevant evidence for your declaration above, including any engagement activities – this could include for example the results of specific consultations, complaints or compliments, customer satisfaction or other surveys, service monitoring and take-up, comments from stakeholders and demographic data.

The safeguarding team participate in London Safeguarding Children Boards, meet with safeguarding local leads, London Child Death Overview Panel. Safeguarding referrals are monitored and continue to increase. The safeguarding team also engage with the CAIT Police representative. The LA 279 is currently under review and will capture protected characteristics.

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Are there any gaps in the evidence you have which make it difficult for you to determine whether there would be an adverse impact?

No **Yes**

If yes, please state below how you intend to acquire this evidence and your timescales for doing so.

No gaps currently identified. The inclusion of protected characteristics within the new LA 279 will allow better monitoring and audit. This will be reviewed by the safeguarding committee.

You must complete a full Equality Analysis if you have identified a positive or negative potential impact for any “protected characteristic” group, which is not legal or justifiable or if you have identified any gaps in evidence which make it difficult for you to determine whether there would be adverse impact. Please insert below any issues you have identified/recommendations for the full Equality Analysis.

Not applicable

If you have only identified a neutral or positive impact on any “protected characteristic” group then no further action is required, other than having your Director sign off this form, a copy stored on the shared drive and sent to Communications for publication on the Trust’s website.

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Name of Director:

Signature:

Date:

Steve Lennox

A handwritten signature in black ink, appearing to read 'S. Lennox', with a long horizontal flourish underneath.

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