

People Impact Assessment (PIA)

Policy/activity or service area to be assessed:	Safeguarding Policy	Person completing assessment:	D STODDART 4825
Reason for this assessment: (new policy / review etc)	Draft policy going out for consultation	Date of assessment:	02/04/2016

A PIA involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in the Equality Act 2010. This requires us to look at the equality data which we capture or have access to and to consider the outcome of our community engagement. We need to assess whether our policies and practices show 'due regard' for the three aims (see below) of the Public Sector Equality Duty (PSED). The analysis should highlight effects that *increase* equality, *decrease* equality or have *no impact* upon equality across the protected characteristics. Its purpose is not just to paint a picture, but to *identify practical steps* to improve our performance by:

- (a) Eliminating any unlawful discrimination,**
- (b) Advancing equality of opportunity and**
- (c) Fostering good relations between different groups.**

1. Briefly describe the purpose, aims and objectives of the policy/activity: ¹	<p>Staffordshire Fire & Rescue Service believes that Children and Adults must be protected from harm at all times. We believe every person should be safe. Safeguarding is work that enables individuals to retain independence, wellbeing and choice and to live a life free from abuse, including neglect. We want to make sure that everyone we have contact with knows this and are empowered to tell us if they are suffering harm.</p> <p>This policy is designed to give a brief outline of what constitutes abuse, legislation regarding safeguarding, safeguarding training, recording of safeguarding concerns, safeguarding referral process and a code of conduct for employee's inclusive of volunteers. .</p>
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2. Socio economic is not a Protected Characteristic under the Equality Act 2010. We will however demonstrate due regard to it because as a risk factor poverty has a significant contributor to inequality indicators. Also when present alongside a PCs or multiple PCs the risk increases exponentially

2. Who is the policy/activity aimed at: (communities, staff, partners etc)	This policy is aimed at all persons representing the organisation including paid and unpaid staff irrespective of their terms and conditions
3. Who is responsible for the policy/activity: (Directorate/Department/individual)	Directorate of Prevent and Protect

Equality Statement

Clearly explain and provide supporting evidence to show how the policy/activity satisfies the three aims of the Public Sector Equality Duty (PSED) and **DOES NOT** cause or have the potential to cause a **NEGATIVE** (detrimental) effect:

Eliminating any Unlawful Discrimination

The aim of this policy is to assist staff when they have a concern regarding safeguarding. It details how the organisation will be facilitating training of staff to recognise and report safeguarding issues along with detailing how these issues should be dealt with once raised. It actively promotes the elimination of unlawful discrimination as it applies to recognition of the protected characteristics as determined by the Equality Act 2010 and understanding how they correlate with risk in this context of Safeguarding. Due to arrangements within the Local Authority (LA) Children and Adult Safeguarding are administered by different boards, the differential being whether an individual is younger/older than 18 years old. This does not, of itself, impact negatively as the safeguarding measures within Staffordshire and Stoke on Trent differ upon whether an individual is aged under/over 18 years old. This is Nationally recognised procedure and does not negatively affect any individual; it simply means that the referral process (and subsequent dealing with referrals) is dealt with by the appropriate safeguarding board. Safeguarding criteria for both child and adults are interdependent on characteristics as protected under the Equality Act 2010. The most obvious are those associated with abuse by an age variable. The Service has considered and recognises that the differentials as listed under the Equality Act, by their definition, carry a risk in the context of safeguarding. Examples of well documented cases where public sector organisations have not considered safeguarding concerns in the spirit of the Equality Act are the case of Victoria Climbié, Winterbourne, Rotherham child sexual exploitation, Shafiea Iftikhar Ahmed, Hillcroft. In all these cases there were failures to recognise the status of the victims and the relationship and access the perpetrators had to them. In these particular cases, of which there are significant numbers, public service failure to recognise the layered elements of potential safeguarding breaches and the characteristics of the victims, all which are protected under the Equality Act due to the potential of risk of discrimination in all its forms. The Policy seeks to understand this relationship and recognise the risks. We will do

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this within our training programme for the Policy and also within the monitoring of the Policy.

Advancing equality of opportunity

The policy is to ensure that all those who use the services provided by SFRS, or whom we contact through any aspect of service delivery, are given the protection that they require based on an understanding of need and risk. Mandatory training for all staff on recognition of safeguarding issues (mandatory eLearning packages for both Adult and Child safeguarding are completed on an annual basis) and the appropriate reporting procedures is in place. Recognition of safeguarding issues in our organisation and/or communities will enable them to be assessed and dealt with effectively. This will allow those subjected to abuse to receive the appropriate help which cannot fail to advance an equality of opportunity.

Fostering good relations between different groups

Safeguarding issues identified and addressed will help individuals but has a wider community impact. By recognising those suffering safeguarding issues and dealing with them effectively a wider benefit to the community at large is realised. Individual cases are dealt with and recorded helping the authorities' spot trends, patterns and issues within geographical areas or communities. Resources will be committed by relevant organisations which can address these issues before they become a threat to community cohesion (examples where this has NOT happened would include the Child Sexual Abuse investigations and convictions in Rotherham in 2015 and the subsequent community cohesion problems this created).

Where the policy/activity **DOES** or has the **POTENTIAL TO** have a **NEGATIVE** (detrimental) effect indicate which of the Protected Characteristics **MUST** be considered:

Describe the NEGATIVE (detrimental) effect and provide supporting evidence for your rationale *	
Age	The Protected characteristics as stipulated by the Equality Act are characteristics that all people share. When they are in a minority status or when there is a historical or cultural negativity associated they can of themselves lead to unwitting and witting discriminatory practice, perceptions and outcomes. This is often the case with safeguarding as it often manifests itself in a power relationship. On this basis the Service recognises the complexity of how difficult safeguarding can be to recognise but is also determined to understand it in the context of the Services practices and engagement with people at risk who we seek to engage with, keep safe and support keeping themselves save. The Policy will be monitoring and the characteristics of reported safeguarding concerns, internally and externally, will be explored and
Disability	
Gender reassignment	
Marriage or civil partnership	

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Pregnancy or maternity	investigated appropriately.
Religion or belief	
Race	
Sex	
Sexual orientation	
Socio-economic disadvantage 2	

* **NOTE:** Where any **NEGATIVE** (detrimental) effects are likely to occur:

- (a) For the policy/activity to continue corrective actions/amendments **MUST** be taken to prevent/minimise unlawful discrimination
- (b) An action plan **MUST** be completed (next section)
- (c) Where a negative (detrimental) effect can not be avoided, continuation of the policy/activity (with or without amendment) **MUST** be justified

Action plan

This action plan **MUST** accompany the policy/activity and be used continually to assess any negative (detrimental) effects resulting from the delivery of or amendments to the policy/activity based on customer feedback and evaluation.

Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)
Training package suitability	Monitor package completion and learning outcomes	Dez Stoddart	January 2017	

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Monitoring criteria developed	Procedure for monitoring of Safeguarding issues and referrals has been established and communicated to all those who have received managers training.	Dez Stoddart	July 2017	

All Completed PIA's should be submitted to E&D team for approval.

Signed: _____ (E&D)

Name: _____

Date: _____

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