

Equality Impact Assessment (EIA) Report Form

This form should be completed for each Equality Impact Assessment on a new or existing function, a reduction or closure of service, any policy, procedure, strategy, plan or project which has been screened and found relevant to Equality and Diversity.

Please refer to the ‘Equality Impact Assessment Guidance’ while completing this form. If you would like further guidance please contact the Corporate Strategy Team or your directorate Heads of Service Equality Champion.

Where do you work?
Service Area: Democratic Services
Directorate: Chief Executive’s Office

(a) This EIA is being completed for a...

Service/ Function <input type="checkbox"/>	Policy/ Procedure X	Project <input type="checkbox"/>	Strategy <input type="checkbox"/>	Plan <input type="checkbox"/>	Proposal <input type="checkbox"/>
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(b) Please name and describe below...

A scrutiny inquiry to assess progress in protecting children from sexual exploitation in Neath Port Talbot

(c) It was initially screened for relevance to Equality and Diversity in June 2015

(d) It was found to be relevant to...

Age x	Race x
Disability <input type="checkbox"/>	Religion or belief..... x
Gender reassignment <input type="checkbox"/>	Sex x
Marriage & civil partnership <input type="checkbox"/>	Sexual orientation..... <input type="checkbox"/>
Pregnancy and maternity <input type="checkbox"/>	Welsh language..... <input type="checkbox"/>

(e) Lead Officer

Name: Catherine Gadd
Job title: Democratic Services Officer
Date: 25th August 2015

(f) Approved by Head of Service

Name: Karen Jones
Date: 25th August 2015

Section 1 – Aims (See guidance):

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project:

What are the aims?

To strengthen the processes that are in place to protect children from sexual exploitation in Neath Port Talbot.

Who has responsibility?

The Council, the Western Bay Safeguarding Children Board and relevant partner organisations

Who are the stakeholders?

- The Council including – Children and Young People Services, Training Department, Education Services and the Licensing Department
- The Western Bay Safeguarding Children Board
- ABMU Health Board
- Barnardos
- The Western Bay Youth Justice and Early Intervention Services
- South Wales Police
- Children and Young People in Neath Port Talbot

Section 2 - Information about Service Users (See guidance):

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age	x	Race	x
Disability	x	Religion or belief.....	x
Gender reassignment	<input type="checkbox"/>	Sex	x
Marriage & civil partnership	<input type="checkbox"/>	Sexual orientation.....	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	Welsh language.....	x

What information do you know about your service users and how is this information collected?

Information is collected by Children and Young People’s Services and other partners where relevant as children and young people become known to Services.

Overall figures for County Borough are also available via the Census 2011.

Any Actions Required?

No

Section 3 - Impact on Protected Characteristics (See guidance):

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

Positive	Negative	Neutral	Needs further investigation
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Age	➔	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	➔	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Gender reassignment	➔	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Marriage & civil partnership	➔	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Pregnancy and maternity	➔	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Race	➔	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	➔	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	➔	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	➔	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Welsh language	➔	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>

Thinking about your answers above, please explain in detail why this is the case? including details of any consultation (and/or other information), which has been undertaken to support your view?

Child sexual exploitation has an impact on children and young people of both genders. It also has an impact on race and religion and belief as these protected characteristics can have an effect on who is targeted.

What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support your view?

Departments and partner organisations gave detailed evidence to the Inquiry of their views and experiences of protecting children from sexual exploitation in Neath Port Talbot. A summary of key points is contained within the report. The Council departments and partner organisations work directly with children, young people and their families in relation to these matters.

Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)

No

Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

Foster good relations between different groups	Advance equality of opportunity between different groups
Elimination of discrimination, harassment and victimisation	Reduction of social exclusion and poverty

(Please see guidance for definitions)

Please explain any possible impact on each of the above.

Advance equality of opportunity between different groups and elimination of discrimination, harassment and victimisation – often the children and young people who are targeted in cases of CSE are more vulnerable and this includes children who are known to social services or are looked after. By strengthening the processes in protecting children and young people from CSE it will have a positive impact on these issues.

What work have you already done to improve any of the above?

The work that already has been undertaken has involved raising the self-esteem of vulnerable children and young people. Early intervention and prevention work has been a key factor, such as disrupting potential situations and all partners have been committed to this agenda. Awareness Raising sessions have been carried out across partner organisations through a successful train the trainer programme. There has also been awareness raising with children, young people, families and communities.

Is the initiative likely to impact on Community Cohesion?

Yes as it will strengthen processes to protect children and young people from sexual exploitation and assist children and young people integrating into their local communities. Raising awareness in local communities will help communities to prevent incidents happening.

How will the initiative treat the Welsh language in the same way as the English language?

Not relevant

Actions (to mitigate adverse impact or to address identified gaps in knowledge).

- Not required

Section 5 - Monitoring arrangements:

Please explain the arrangements in place (or those which will be put in place) to monitor this function, service, policy, procedure, strategy, plan or project:

Monitoring arrangements:

Progress in Neath Port Talbot in assessing progress against the University of Bedfordshire Self-Assessment Tool to assess progress in protecting children from sexual exploitation to be reported back to Children, Young People and Education Scrutiny Committee and Cabinet Board in six months.

Progress against the recommendations contained within the main report to be monitored and reported to the Children, Young People and Education Scrutiny Committee.

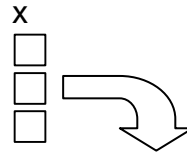
Actions:

The Chairman of the Children, Young People and Education Scrutiny Committee to write to the Western Bay Safeguarding Board, Council departments and other agencies to whom recommendations are addressed drawing their attention to the report. Organisations to provide an indication that they accept the recommendations addressed to them contained within the main report and a response to the Committee informing them of what actions will be taken and in what timescales. Also to confirm any relevant actions have been included in strategic and business plans for the organisations.

Section 6 – Outcomes:

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

- Outcome 1: Continue the initiative...
- Outcome 2: Adjust the initiative...
- Outcome 3: Justify the initiative...
- Outcome 4: Stop and remove the initiative...



Section 7 - Publication arrangements:

On completion, please contact the Corporate Strategy Team for advice on the legal requirement to publish the findings of EIAs.

Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
Progress against the Bedford self-assessment toolkit to be reported back to Children, Young People and Education Scrutiny Committee and Cabinet Board in six months	The Director of Social Services, Health and Housing and the Principal Officer for Safeguarding, Quality Assurance And Independent Reviewing	March 2016	Report on progress against actions	
The Chairman of the Children, Young People and Education Scrutiny Committee to write to the Western Bay Safeguarding Board, Council departments and other agencies to whom recommendations are addressed drawing their attention to the report	The Chairman of the Children, Young People and Education Scrutiny Committee	By next meeting on 24 th September 2015	Confirmation at the meeting on 24 th September 2015	
Organisations to provide an indication that they accept the recommendations addressed to them contained within the main report and a response to the Committee informing them of what actions will be taken and in what timescales	Lead Officers in relevant organisations	By January 2016	Responses received and updates on progress against the actions	

Organisations to confirm any relevant actions have been included in strategic and business plans for the organisations.	Lead Officers in relevant organisations	By January 2016	Responses received and updates on progress against the actions	
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*** Please remember to be 'SMART' when completing your action plan.**