

Equality Analysis Template

Directorate: Community and Wellbeing	Lead Officer: Jayne Brownlow
Service Area: Safeguarding of Adults and Children at Risk	Date completed: 21 October 2020
Service / Function / Policy / Procedure to be assessed: The Spelthorne Safeguarding Adults and Children Policy	
Is this: New / Proposed <input checked="" type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/> (Please tick appropriate box)	Review date: October 2022

Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

What are the aims and objectives/purpose of this service, function, policy or procedure?

The overall aims of the Spelthorne Safeguarding Adults and Childrens Policy is to:

- present an overview of the statutory requirements relating to safeguarding which Spelthorne Borough Council are required to fulfill. This includes separate legislation for children and adults.
- provide clear guidance of how members of staff should refer a concern to the relevant bodies (MASH for Adult concerns and C-SPA for concerns relating to children)
- document key areas around identifying risk factors and traits displayed by children who are at risk and identify the mechanisms in place to assist in safeguarding
- document key areas around identifying risk factors and traits displayed by adults who are at risk and identify the mechanisms in place to assist in safeguarding
- recognise the responsibilities of the Council in the Safeguarding process and what methods are in place to manage it.

Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment	✓	
Advancing equality of opportunity	✓	
Fostering good community relations	✓	

If not relevant to any of the three equality duties and this is agreed by your Head of Service, the Equality Analysis is now complete - please send a copy to. **XXXXXXXXXXXX** **If relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

PART B: Full Equality Analysis.

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

What outcomes are sought and for whom?	The Council will seek to ensure that any adult or child at risk receiving services from the Council or known to the Council can access Council services in safety without fear of abuse.
Are there any associated policies, functions, services or procedures?	The policy is produced in line with all of the relevant corporate policies and procedures and Surrey safeguarding procedures.
If partners (including external partners) are involved in delivering the service, who are they?	Although safeguarding is recognised as a key duty of local authorities, safeguarding is everybody’s responsibility. This policy complements and supports the agreed multi-agency procedures set down by the Surrey Safeguarding Children Partnership and Surrey Safeguarding Adults Board. Other partners include the Police and Health Service who attend meetings and share relevant information on safeguarding concerns.

Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (in terms of its impact on the ‘equality strands’, i.e. race, disability, gender, gender identity, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

General Spelthorne context

Almost half of Surrey’s 20 most deprived super output areas are in Spelthorne. Three are in the ward of Stanwell North, two in Ashford North and Stanwell South and one in each of Ashford East and Sunbury Common. Spelthorne has the highest number of lone parent families and the highest level of child poverty in Surrey; it also has the highest under-18 conception rate in the county. That said, residents are largely healthy, with life expectancy for both males and females slightly above the national average.

Spelthorne has a low rate of unemployment: 1.4% of those economically active aged 16 to 64, compared to the South East (2.2%) and UK as a whole (3.5%). Heathrow Airport is a significant local employer, with 8.3% of Spelthorne’s working population employed there. Significantly, 21.5%

of those in work in Stanwell North are in low level employment compared to an average of 11.6% in Surrey. Average wages are slightly above regional averages at £630 per week for full-time employees.

Whilst house prices remain well above the national average, most residents are owner-occupiers (73%), followed by private rented (13%) and social rented (12%).

Gender / gender identity

Census data from 2011 shows that 50.5% of residents in Spelthorne were female, with the remaining 49.5% being male. There is no data known to be held in relation of other gender identities.

Age

Spelthorne has a slightly lower population of under-30s (34%) compared to the rest of the country (37%), and a slightly higher population of 30-69 year olds (42%) compared with the UK average of (40%), The number of 70+ is 23%, which is broadly in line with the rest of the UK (24%).

Source: <https://commonslibrary.parliament.uk/local-data/constituency-statistics-population-by-age/>

Ethnicity

The ethnic make-up of Spelthorne is largely in line with the UK average, although we have more residents who identify as Asian and fewer residents who identify as Black than the national average.

Ethnic group	Spelthorne		Region	UK
	Number	%	%	%
White	83,455	87.3%	90.7%	87.2%
Mixed	2,382	2.5%	1.9%	2.0%
Asian	7,295	7.6%	5.2%	6.9%
Black	1,545	1.6%	1.6%	3.0%
Other	921	1.0%	0.6%	0.9%
Total	95,598	100.0%	100.0%	100.0%

Source: <https://commonslibrary.parliament.uk/home-affairs/communities/demography/constituency-statistics-ethnicity/>

Disability

As of July 2019 there were around 2,020 PIP claimants in Spelthorne constituency. In comparison, there was an average of 2,500 claimants per constituency across the South East. Within Spelthorne, psychiatric disorders were the most common reason for claiming PIP. They accounted for 37% of awards, compared to 36% in Great Britain. 'Psychiatric disorders' include anxiety and depression, learning disabilities and autism. The second most common reason for awards was musculoskeletal disease (general), which accounted for 17% of awards within the constituency and 21% in Great Britain. Musculoskeletal disease (general) includes osteoarthritis, inflammatory arthritis and chronic pain syndromes.

Source:

<http://data.parliament.uk/resources/constituencystatistics/personal%20independence%20payment/PIP%20claimants%20in%20Spelthorne.pdf>

Religion

Residents of Spelthorne predominately identify themselves as either Christian or having no religion. There is a smaller Muslim population compared with the national average, but a larger Hindu population.

	Constituency		Region	UK
	Number	%	%	%
Has religion	67,392	70.5%	65.0%	66.7%
of which				
Christian	60,954	63.8%	59.8%	58.8%
Muslim	1,808	1.9%	2.3%	4.5%
Hindu	2,332	2.4%	1.1%	1.4%
Buddhist	420	0.4%	0.5%	0.4%
Jewish	206	0.2%	0.2%	0.4%
Sikh	1,325	1.4%	0.6%	0.7%
Other	347	0.4%	0.5%	0.4%
No religion	21,511	22.5%	27.7%	26.1%
Not stated	6,695	7.0%	7.4%	7.2%

Source: <https://commonslibrary.parliament.uk/home-affairs/communities/constituency-data-religion/>

Sexual orientation

There is no accurate dataset which can be used to reflect solely Spelthorne.

Marriage / Civil Partnership

More people in Spelthorne are married compared to the rest of England and Wales, and fewer people identify as single.

Marital Status	Spelthorne		England and Wales	
All usual residents aged 16+	78,089		45,496,780	
Single (never married or never registered a same-sex civil partnership)	24,562	31%	15,730,275	35%
Married	38,984	50%	21,196,684	47%
In a registered same-sex civil partnership	153	0%	104,942	0%
Separated (but still legally married or still legally in a same-sex civil partnership)	2,042	3%	1,195,882	3%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6,870	9%	4,099,330	9%
Widowed or surviving partner from a same-sex civil partnership	5,478	7%	3,169,667	7%

Has there been any consultation with, or input from, customers / service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

There has been no consultation on Spelthorne's Safeguarding Policy for Adults and Children at Risk. It will be made available to all service users and stakeholders when approved.

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

There are none.

Step 3 – Identifying the negative impact.

a. Is there any negative impact on individuals or groups in the community?

Barriers:

What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:

- **Where** you provide your service, e.g. the facilities/premises;
- **Who** provides it, e.g. are staff trained and representative of the local population/users?
- **How** it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service?
- **When** it is provided, e.g. opening hours?
- **What** is provided, e.g. does the service meet everyone's needs? How do you know?

* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.

Solutions:

What can be done to minimise or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact?
Consider:

- Other arrangements that can be made to ensure people's diverse needs are met;
- How your actions might help to promote good relations between communities;
- How you might prevent any unintentional future discrimination.

Equality Themes	Barriers/Impacts identified	Solutions (ways in which you could mitigate the impact)
Age (including children, young people and older people)	Adults at risk and vulnerable children may not be treated equally.	The purpose of the policy is to improve services for all adults and children, whatever age, who are at risk of harm and to specifically address the needs of those people to ensure services are provided that meet the needs of these individuals. The policy will assist people to indentify types of abuse so people at risk of harm will receive the same level of choice and care in their services as any other. In addition, there will be robust, agreed multi agency processes in place to address harm or the concern that harm has occurred regardless of age.
Disability (including carers)	Adults at risk and vulnerable children with disability are more likely to suffer from abuse and discrimination.	These procedures aim to improve services for children and adults at risk of harm and specifically the needs of those who have a physical disability, learning difficulty or who temporarily or permanently lack mental capacity. There are specific sections on 8 different Acts of Parliament that address the needs of people with a disability and their carers. It is hoped that with these agreed procedures in place, those who have a disability will receive the same level of choice and care in their services as any other and if a problem does occur there will be a swift and appropriate process in place to rectify the issues

Gender (men and women)	Abuse can affect people of any gender .	As above
Race (including Gypsies & Travellers and Asylum Seekers)	Exploitation is potentially more common in those seekingt asylum for example modern day slavery	This policy raises awareness of these issues and will enable identification of these crimes
Religion or belief (including people of no religion or belief)	Identification of positive equality regardless of religion or belief	This policy supports the promotion of equality and treating people with dignity and respect throughout and specifically address types of harm that may occur due to a persons religion or belief. Examples of the type of harm identified are: honour based violence, forced marriages, dowry abuse, female genital mutilation, hate crime, non - criminal hate incidents and race related harrassment. With these agreed procedures in place, adults and children will receive the same level of choice and care in their services irrespective of their persons beliefs and when a problem does occur there will be a swift and appropriate process in place to rectify the issues
Gender Re-assignment (those that are going through transition: male to female or female to male)	None	
Pregnancy and Maternity	None	
Sexual orientation (including gay, lesbian, bisexual and heterosexual)	None	

Step 4 – Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?

Future reviews of the policy and regular auditing of practices and procedures should ensure equality is considered throughout the process. Recommendations which have an impact on equality should be actioned

Step 5 – Monitoring

How are you going to monitor the existing service, function, policy or procedure ?

- A statutory bi-annual Section 11 audit of the childrens safeguarding provision at Spelthorne is completed and submitted to Surrey County Council for review. Recommendations and findings are actioned.
- Quarterly internal Safeguarding Board meetings will review the service provision and identify any areas for improvement
- An internal audit is scheduled for 2021/22

Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale/update

Equality Analysis approved by:

Group Head:

Date: