

Please refer to the ‘*Equality Impact Screening and Assessment Guidance*’ document for advice on how to carry out an EIA and to help you fill in this form.

If you are unsure whether you need to carry out a full EIA, please complete an Equality Impact Screening Form first.

For this EIA form, any reference to ‘*workstream*’ refers to the development or review of a service, policy, strategy, or plan the Council is responsible for. It should be completed by the OWBC employee who is leading this area of work.

1. Name of workstream	Revised Safeguarding Policies (Children and Adult) 2026
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2. Date of assessment	15/05/2026
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3. Name and role of assessor	Mark Smith, Community Safety & Youth Officer
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4. What are the aims and objectives of the workstream?

To ensure the Council meets its legal, moral, and statutory duties in respect of safeguarding children, young people, and adults with care and support needs through revised policies incorporating recent changes in national legislation.

5. Which Stakeholders have been involved in the development of this workstream?

None.

6. Which stakeholders will be affected by the workstream? (i.e. residents, businesses, staff, contractors, visitors)

Safeguarding is integrated into the delivery of all Council services, affecting all stakeholders.

7. What involvement and consultation activity has been undertaken or is planned on this workstream?

The two revised policies have been drafted as part of an ongoing LLR-wide process via the County Designated Safeguarding Officer Group, ensuring consistency in the approach to safeguarding across the Districts and Boroughs. Further guidance on policy, procedure, and best practice has been sourced from the two LLR safeguarding boards (Children and Adult).

8. What data and evidence did you use to assess the impact of the workstream?

N/A – Safeguarding is a statutory duty of the Council, and an up-to-date policy and procedure document is a requirement of meeting this duty. The revised policies have been benchmarked against other Councils and the recommendations of the LLR Safeguarding Boards.

9. Please specify all the impacts you have identified for each of the characteristics below, whether positive, negative, or neutral. Where there is a positive or negative impact include further details of the impact and explain how you will mitigate any negative impact.

Age	Positive – A robust safeguarding policy and procedure being in place ensures that, irrespective of any protected characteristics an individual who requires safeguarding may hold, they will be appropriately supported to live their lives free from abuse of any description, and be protected from abuse when disclosed or detected.
Disability	Positive – As above.
Gender Reassignment	Positive – As above.
Marriage or Civil Partnership	Positive – As above.

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Pregnancy and Maternity	Positive – As above.
Race	Positive – As above.
Religion or Belief	Positive – As above.
Sex	Positive – As above.
Sexual Orientation	Positive – As above.

10. If the workstream cannot be changed, please note the justification of any negative impact. The *Equality Impact Screening and Assessment Guidance* provides further information or contact equalities@oadby-wigston.gov.uk for further advice.

N/A

11. How will you monitor, evaluate, and check whether further changes are required in the future?

Future changes to the safeguarding policies will be contingent on changes to legislation on a national level, or more localised changes to best practice as informed by the LLR Safeguarding Boards. The monitoring of the policies' effectiveness can be loosely based on the number of safeguarding referrals made to the Council's Designated Safeguarding Officers, and onward referrals to relevant social care services; effective policies coupled with suitable training for all staff will generate referrals, the quality of which can also be used to benchmark safeguarding understanding across staff, elected members, and volunteers.

12. When will the next review of the workstream take place?

The safeguarding policies will both be reviewed annually, or when there is a significant change to national safeguarding (or related) legislation.

Please sign and retain a copy of this completed Assessment Form for your records.

Name	Mark Smith
Job Role	Community Safety & Youth Officer
Service Area	Legal and Democratic Services
Date	15/05/2026

An electronic copy of this Assessment Form, and any relevant information, should be forwarded to your Head of Service and equalities@oadby-wigston.gov.uk for further consideration. They will let you know if you need to consider any other issues prior to completing this process. If you have any queries, please contact equalities@oadby-wigston.gov.uk.

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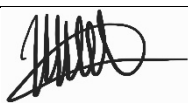
I have discussed the workstream with the relevant Head of Service and have advised that this Equality Impact Assessment be reviewed and amended for the following reason(s):

Rationale for Refusal of EIA Sign Off

Name	
Signature	
Date	

OR

I have discussed the workstream with the relevant Head of Service and I am satisfied that a full Equality Impact Assessment has been carried out, with no further action required.

Name	Mark Smith
Signature	

Equality Impact Assessment Form

Date	15/05/2026
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