

Equality Impact Assessment

Directorate: Slough Children First and People (Children)	
Service: Slough Children First	
Name of Officer/s completing assessment: Donna Briggs	
Date of Assessment: 18.9.24	
Name of service/function or policy being assessed:	
1.	<p><u>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</u></p> <p>The strategy sets out how the Council and Slough Children First, working with our partners, will work to protect, help and support children and young adults (up to 25) from abuse, exploitation and harm from outside the home.</p> <p>Collaboration between agencies across all professional sectors, and strong partnerships with parents, carers, families and communities are crucial to tackling and preventing exploitation, as set out in Working Together 2023. All children, young people and young adults in Slough are entitled to the support and protection of a response that puts safety and welfare first. Forming and sustaining trusted relationships is at the heart of our approach. In Slough, we are proud to be a diverse town, and we are committed to understanding and tackling structural inequalities and discrimination, which we know can both drive and be caused by exploitation, violence, and harms outside the home.</p>
2.	<p><u>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</u></p> <p>Delivery of the priority areas within the strategy will be overseen by the Strategic Multi-agency Child Exploitation meeting on behalf of the Safeguarding Partnership.</p>
3.	<p><u>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</u></p>

Characteristic	Positive, negative, neutral or not known	Rationale for Assessment
Age	Positive	<p>Young people: The strategy is intended to have a positive impact on children and young adults in Slough by providing services to meet their needs.</p> <p>Slough Children First currently offer help and support to a range of children and young people who receive support due to identified risks in relation to exploitation.</p>
Disability	Neutral	<p>Whilst the strategy has a clear focus on education, learning and social needs through its links to the Slough Children First Business and improvement Plan and the links with the Serious Violence strategy, the strategy is intended to support all children and young people. There is no specific focus on children or young adults.</p>
Gender reassignment	Positive	<p>The strategy will benefit all children and young people in our care or with care experience.</p> <p>Data in relation to gender reassignment and gender identify is not currently collated, however individual children and young people may identify this information to us in their support and protection work with us. This information is therefore known locally and appropriate individual plans are put into place for those young people.</p> <p>We intend to collate this information to inform our strategic planning. In the meantime, SCF and SBC have close relationships with community providers who offer support to children and young people who identify within the LGBTQIA+ community. The strategies priority</p>

		areas will support this.
Marriage and civil partnership	Neutral	
Pregnancy and maternity	Positive	<p>Some of our children and young adults may be parents and we offer them help and support as part of our work with them.</p> <p>Some young people and young adults may experience complex issues relating to unexpected pregnancy as a result of sexual abuse and rape. The strategy recognises those people as victims and puts in place an approach which will support them through those traumatic experiences.</p>
Race	Positive	<p>Children and young people are part of our diverse Borough and will benefit from the strategy.</p> <p>We know that there is a disproportionate representation, for example, of young male children from a black or mixed heritage background within the Youth justice Service outcomes at the more severe end. The implementation of this strategy will also involve the collation and use of data in relation to support to those children and young people who are abused and exploited by others outside of the home.</p>
Religion and belief	Positive	Residents of any religion will benefit from the strategy.
Sexual orientation	Positive	Residents of all sexual orientation will benefit from the strategy. Data in relation to sexual orientation is not currently collated.

			We intend to begin a process of collecting this information to inform our strategic planning. We recognise the challenges for young people in being able to talk about their identity until they feel safe and able to do so. We will work closely with partners and community providers who offer a safe and welcoming space to support to children and young people who identify within the LGBTQIA+ community. We therefore will seek to understand the level of need in this area so we can provide the best support needed.
	Care experience	Positive	The strategy will support children and young adults, many of who will be care experienced, where there are vulnerabilities to exploitation.
	Other:		
4.	<p><u>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</u></p> <p>Children and young people will be provided with an improved offer of support as a result of the strategy and its delivery which will be driven by leaders and senior managers across the partnership.</p> <p>There is now a dedicated Head of Service with a specific focus on the oversight of support to children and young adults where exploitation is identified through the emerging Adolescent Support space.</p>		

5.	<p><u>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</u></p> <p>No negative impacts have been identified.</p>
6.	<p><u>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</u></p> <p>Slough Children First and Slough Borough Council record and access data in relation to children who receive support from a Targeted Early Help plan through to care experienced young adults, as well as intelligence through Community Safety about locations and themes in the area. This has contributed to the development of the strategy.</p>
7.	<p><u>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</u></p> <p>Children, families, young adults, staff and partners have all contributed to the development of the strategy through a range of activities including:</p> <ul style="list-style-type: none"> • School workshops • Direct feedback to the authors • Staff engagement groups • Through MACE arrangements • Through a Safeguarding Practice Review
8.	<p><u>Have you considered the impact the policy might have on local community relations?</u></p> <p>The strategy aligns with the Serious Violence Strategy and provides the strategic approach to supporting children and young adults to support their safety, as well as addressing the approach to perpetrators and those who abuse children to work as a partnership to address their abuse.</p>

9.	<p><u>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</u></p> <p>The strategy will be implemented through the strategic MACE partnership group on behalf of the Safeguarding partnership. The Operational delivery will be led by the Head of Service with responsibility for Adolescent Support which will report to the strategic MACE.</p>
10.	<p><u>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</u></p> <p>The strategy will be implemented through the strategic MACE partnership group on behalf of the Safeguarding partnership. The Operational delivery will be led by the Head of Service with responsibility for Adolescent Support which will report to the strategic MACE.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	x
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Signed:(Person completing the EIA)
Name: Signed:(Policy Lead if not same as above)
Date: