

Equality Analysis/ Impact Assessment (EqIA)

Completed by KCC on behalf of the Safeguarding Partners.

Name of decision, policy, procedure, project or service:

Proposed Kent Safeguarding Children Multi-agency Partnership Arrangements

Responsible Owners/ Senior Officers:

- Corporate Director Children, Young People and Education, Kent County Council - Matt Dunkley;
- Chief Nurse – West Kent and Medway Clinical Commissioning Group - Paula Wilkins;
- Chief Superintendent for Protecting Vulnerable People Command, Kent Police - Andy Pritchard

Pathway of Equality Analysis:

KCC – Shadow Executive Board (Safeguarding Partners),
Corporate Lead Equality & Diversity, KCC;
Director of Strategy, Policy, Relationships and Cooperate Assurance;
CYPE Cabinet Committee;
Governance within Health
Governance within Kent Police.

Summary and recommendations of equality analysis/impact assessment.

Context

In December 2015 the Government asked Sir Alan Wood to undertake a review into effectiveness of local safeguarding children's boards (LSCBs). His review, published in May 2016 concluded that LSCBs did not work effectively and should be abolished. The Wood Review recommendations formed a core part of the Children and Social Work Act 2017

As a result of the changes to the Children Act 2004, as amended by the Children and Social Work Act 2017 and, changes to Working Together 2018 statutory guidance, new Multi-agency local safeguarding arrangements must be established. The legislation defines the Safeguarding Partners as the Local Authority, Clinical Commissioning Groups for an area any part of which falls within the local authority area and the Chief Officer of Police for an area any part of which falls within the local authority area.

It is the responsibility of KCC to establish the existing Kent Safeguarding Children Board (KSCB) arrangements. However, the amended legislation places a 'shared and equal duty' on the three Safeguarding Partners to decide about how they work together along with Relevant Agencies as they consider appropriate, to safeguard and promote the welfare of all children in Kent.

The Safeguarding Partners must have due regard to their responsibility as public authorities to eliminate discrimination and promote equality of opportunity under the Equality Act 2010, in respect of establishing the new Kent Safeguarding Children Multi-agency Partnership arrangements. The analysis contained in this assessment is focused primarily on the 'structural

changes' that must be agreed by the Safeguarding Partners which will replace the existing KSCB structural arrangements on or before 29 September 2019.

Safeguarding Partners and Relevant Agencies and other organisations have robust safeguarding policies and procedures in place. The Safeguarding Partners understand that no child or group of children must be treated any less favourably than others in being able to access effective services to be safeguarded and promotion of their welfare. The actions taken by the Safeguarding Partners and Relevant Agencies, in the process of identifying and responding to individual operational safeguarding cases and risks on the frontline, remain as they are now, and these have not changed because of the new arrangements. The existing KSCB Policy and Procedures and all supporting guidance will be transferred to the new partnership arrangements.

Aims and Objectives

The objective of the Kent Safeguarding Children Multi-agency Partnership (KSCMP) arrangements is to ensure that the functions of the Safeguarding Partners are effectively discharged in line with the requirements of the legislation and the Working Together 2018 statutory guidance. To this end, the Executive Board (when established) will work together with local organisations and agencies in a system where:

- children are safeguarded, and their welfare promoted, hearing the voice of the child and responding in an appropriate and timely manner to the issues raised;
- partner organisations and agencies collaborate, share and co-own the vision for how to achieve improved outcomes for vulnerable children;
- organisations and agencies challenge appropriately and hold one another to account effectively;
- there is early identification and analysis of new safeguarding issues and emerging threats;
- learning is promoted and embedded in a way that local support services for children and families can become more reflective and implement changes to practice including reflecting on the lessons learnt from local and national Child Safeguarding Practice Reviews Panel and responding to the requirements of the DfE in regarding to convening and reporting on local safeguarding practice reviews;
- information is shared effectively to facilitate more accurate and timely decision making for children and families;
- local data from all agencies is analysed to collectively identify and respond to the underlying conditions and factors that lead to the need for help and protection thus creating a process of continual improvement that affords the opportunity to review local performance data on key safeguarding activity including analysis of equality issues and consider variance in performance and emergent safeguarding issues that the analysis of this information identifies.
- there is a Scrutiny and Assurance Framework to facilitate a process of assessing the effectiveness of the partnership arrangements including equality of protection and, responding to the findings of the Independent Scrutineer.

To deliver this aim it is proposed to establish a new Safeguarding Children Multi-agency Partnership arrangement which will consist of Kent Safeguarding Children Multi-agency Partnership Executive Board (KSCMPEB), partnership subgroups, partnership forums and

Business Support Team. The primary purpose of the KSCMPEB is to act as the strategic leadership group that leads on safeguarding children arrangements to ensure that children are safeguarded, and their welfare promoted in Kent. The Scrutiny and Challenge Group whose purpose is to act as the 'strategic group' of Members, Safeguarding Partners, Relevant Agencies and the Independent Scrutineer, will lead on the system of challenge and holding partners to account based on detailed analysis and evidence of system performance. The Group will be important in driving the KSCMPEB to improve the overall system performance and effectiveness, using monitoring and quality assurance tools including early warning protocols across the safeguarding system. The Group's membership, roles and responsibilities will reflect the relevant statutory requirements.

Summary of equality impact

The revision to the current structural arrangements relates to partnership of the Board and sub-board level functions and activity of KSCB. Kent Safeguarding Children Multi-agency Partnership will build on the KSCB accumulated knowledge and understanding of the local conditions and will strive to improve the public's confidence in the new safeguarding arrangements to keep children safe. Therefore, there is potential for mostly low positive impact.

Adverse Equality Impact Rating - None

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the new Kent Safeguarding Children Multi-agency Partnership arrangements. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service

Signed:

Name: David Whittle

Job Title: Director Strategy, Policy, Relationships and Corporate Assurance

Date: 12 April 2019

DMT Member

Signed:

Name: Matt Dunkley

Job Title: Corporate Director of Children, Young People and Education

Date:

Part 1 Screening

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

<p>Protected Group</p>	<p>Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.</p> <p>The new KSCMP arrangements will supersede the existing KSCB arrangements. The new KSCMP board and sub-structures will improve Multi-agency working and co-operation and will help to promote equal treatment for all children and young people. The overall conclusion is that the new arrangements will in the main have a low positive impact across the different protected characteristics. The impact of the new KSCMP board and sub-structures has been characterised as low because the functions of the board arrangements is concerned with evaluating the effectiveness of the Multi-agency safeguarding arrangements and extent to which all agencies meet their existing statutory duties and powers.</p>
<p>Age</p>	<p>The new Multi-agency safeguarding arrangements will hold all relevant agencies to account regarding how they engage with children and young people as currently required. This should enhance understanding the needs of all children and young people and the promotion of their welfare and ensure they are safeguarded. No adverse impacts have been identified.</p> <p>The conclusion in respect of this protected characteristic is low positive.</p>

<p>Disability</p>	<p>The new Multi-agency safeguarding arrangements will put renewed focus on detailed analysis and evidence of system performance which will be led by the Scrutiny and Challenge Group as well as the Independent Scrutineer, who will conduct an annual review of the effectiveness of the new KSCMP arrangements. The analysis of issues may readily put a spot light on any disability issues about discrimination or the lack of promotion of equality of treatment than under the existing KSCB arrangements. No adverse impacts are identified</p> <p>The conclusion reached is that there is a potential for medium positive.</p>
<p>Sex</p>	<p>The functions of the new Multi-agency safeguarding arrangements in respect of the Board and sub-board structures do not raise any specific issues in respect of this protected characteristic. There are clear policies and procedures which exist on sex/gender issues which are followed by agencies. The Board will expect the analytical work that will be carried out under the Scrutiny and Assurance Framework and the Section 11 Audit to consider how organisational systems identify and address issues in this regard. No adverse impacts are identified</p> <p>The conclusion in respect of this protected characteristic is low positive.</p>
<p>Gender identity/ Transgender</p>	<p>The learning and development programme under the new Multi-agency safeguarding arrangements (as they are now) will include the commission of relevant training as a result the new arrangements. This will provide the opportunity for supporting better awareness of the needs of transgender children and any specific safeguarding issues arising. The Board will receive reports as part of the annual review and assess the extent to which relevant agencies manage highlighted risk and vulnerabilities. The Subgroup will assist the Board in carrying out this assessment. No adverse impacts of the establishment of the new arrangement have been identified.</p> <p>The conclusion reached is that there is a potential for medium positive.</p>

<p>Race</p>	<p>The establishment of the new Multi-agency safeguarding structural arrangements do not in themselves trigger any specific issues in relation to this protected characteristic. However, a new Thematic sub-group will be created from the existing groups to assist the Board in considering relevant race factors across a range of subjects. The existing local agencies are obliged to have due regard to discriminatory treatment and are under obligation to take steps to identifying, understanding and preventing safeguarding risks that relate to race. E.g. Female Genital Mutilation, issues of vulnerability in communities, Unaccompanied Asylum-Seeking Children, exploitation and PREVENT, in line with the existing agreed policy and procedures. No adverse impacts have been identified in the course of establishing the new partnership arrangements. No adverse impacts of the establishment of the new arrangement have been identified.</p> <p>The conclusion in respect of this protected characteristic is low positive.</p>
<p>Religion and Belief</p>	<p>In terms of how the Board and its supporting groups function under the new Multi-agency safeguarding arrangements, it is not expected that work of the structural arrangements will impact on religion and belief issues. This is because the existing safeguarding policy and procedures already require agencies to address these matters. The detailed analysis that the Board will commission will look at the extent to which safeguarding referral activity is related to this protected characteristic and how the combination of different protected characteristics present as emerging issues, for example, how this factor interrelates with religion and race. No adverse impacts have been identified as a result of establishing the new partnership arrangements.</p> <p>The conclusion in respect of this protected characteristic is low positive.</p>
<p>Sexual Orientation</p>	<p>The formation of the new Multi-agency safeguarding organisational arrangements will not in themselves cause any specific issues relating to this protected characteristic. The existing policy and procedures set out clear steps that organisations supporting children and young people must follow. The Board will expect local agencies to demonstrate good practice and will ask relevant organisations to investigate safeguarding cases arising as a result of a person's sexual orientation. No adverse impacts have been identified because of setting up the new partnership arrangements.</p>

	The conclusion regarding this protected characteristic is low positive.
Pregnancy and Maternity	<p>The creation of the new Multi-agency safeguarding structural arrangements will not in themselves cause any specific issues relating to this protected characteristic. However, the Board will hold to account organisations with prescribed responsibilities. The existing KSCB policy and procedure in respect of the required actions by all agencies working together to support expectant mothers and the safety and welfare of unborn babies and the first months of life of children are in place. The Kent and Medway Domestic Abuse and Sexual Violence Executive Group exist to support the work of the Board and this will continue. No adverse impacts have been identified because of setting up the new partnership arrangements.</p> <p>The conclusion regarding this protected characteristic is low positive.</p>
Marriage and Civil Partnerships	The formation of the new Multi-agency safeguarding organisational arrangements will not in themselves cause any specific issues relating to this protected characteristic. No adverse impacts of the establishment of the new arrangement have been identified.
Carer's Responsibilities	<p>The establishment of the new Multi-agency safeguarding structural arrangements do not prompt any specific issues in relation to this protected characteristic. The existing Policy, Procedures and Practice Guidance specify the good practice steps that all relevant agencies and professionals must adhere, including listening to, and taking account of, the views, of adults and young carers and their presenting needs and issues. A range of commissioned services and support for carers exist to help address issues of carers. No adverse impacts have been identified because of setting up the new partnership arrangements.</p> <p>The conclusion regarding this protected characteristic is low positive.</p>

Part 2

Equality Analysis /Impact Assessment

Protected groups

It is considered that detailed analysis of each protected characteristic is not necessary in relation to the establishment of the new Kent Safeguarding Children Multi-agency Partnership arrangements. However, the following data is provided as it serves as useful contextual information.

The child population of Kent is 372,500 (2017 estimate) slightly higher than the national average at 24 % of the total population. In 2017, 51% of these children were boys and 49% were girls. 9.4% of children living in Kent are from BME (Black and Minority Ethnic) groups, representing 32.6 % of the total BME population in Kent. In February 2019 there were 232,008 children in school, 126,799 attend primary schools and 100,554 attend secondary school and 4,130 go to a special school and 525 attend a pupil referral unit.

The 2011 the census records that some 16,085 (6.6%) had a long-term health problem or disability, 7.1% of these are from a BME group. In February 2019 11,900 have an Education Health and Care plan.

During the year 2017/18, 19,564 children were referred to specialised children's services (both for early help and higher levels of support), 47% were female and 50% were male. During the year, 20,500 children were in receipt of early help services, 2,393 were identified as "children in need" and 1,491 were on a child protection plan and there were 1,655 children in care. Alongside this there were 233 unaccompanied asylum seekers, 35 children in private fostering and 1,274 children from other local authorities living in Kent.

Data

- Population toolkit: https://www.kent.gov.uk/_data/assets/excel_doc/0009/12879/Interactive-mid-year-population-estimates-toolkit.xls
- Draft CYPE Vision – 26.03.19

Kent Safeguarding Children Board Annual Report 2017/18 - <https://www.kscb.org.uk/about-kscb/board-documents>

JSNA – Starting Well - https://www.kpho.org.uk/_data/assets/pdf_file/0017/80027/JSNA-infographics.pdf.

Who have you involved consulted and engaged?

The existing KSCB members discussed the new requirements of Working Together on the following dates - 6 December 2017, 14 February 2018, 11 April 2018, 13 June 2018, 15 August 2018, 17 October 2018, 17 December 2018, 20 February 2019.

Engagement with Relevant Agencies will continue and involve them in the refresh of the partnership arrangement, and creation of new groups, including children, young people and their families as appropriate.

Analysis

The current children's Multi-agency safeguarding arrangements are led by KCC. However, the proposed new partnership will be led by the three Safeguarding Partners based on 'a shared and equal duty' statutory requirement. This change provides opportunities to improve reach within protected groups, our understanding of the needs of those within these groups, as well as data collection and engagement.

In addition, the newly proposed arrangements give the opportunity to increase scrutiny of the delivery of safeguarding functions across all relevant agencies that come under the Multi-agency partnership arrangements.

Adverse Impact,

No adverse impacts have been identified from this screening

Positive Impact:

(Please highlight any positive impacts in relation to protected groups)

As the new partnership aims to enhance and improve safeguarding for all children there is an overall potential for positive with regards to the discharge of the responsibilities of the Board and its supporting subgroups. In addition, children and parents/carers within all protected groups may be affected positively by increased the scrutiny and challenge which will operate as important part of the new arrangements.

JUDGEMENT

No major change –

The statutory abolition of the Kent Safeguarding Children Board to be replaced by the proposed Kent Safeguarding Multi-agency Partnership arrangements does not change safeguarding policy nor and the multi-agency response to safeguarding concerns. This change does, however, provide an opportunity to improve the understanding of equality impacts for specific protected groups, as highlighted above, and increased awareness of their needs.

Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications

Have the actions been included in your business/ service plan? (If no please state how the actions will be monitored)

Yes/No

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing diversityinfo@kent.gov.uk

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published.

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

