

EQUALITY IMPACT ASSESSMENT – STAGE 1

EIA Ref	CY/12/31	
Lead Officer	Name	Kelly Keane & Val Hale
	Position	Policy Officer, Corporate and Organisational Policy Social Work Professional Development Officer for Children & Enterprise, Safeguarding Unit
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SECTION 1 –Context & Background

1.1 What is the title of the policy / practice?

Supervision Policy Children and Families Services

1.2 What is the current status of the policy / practice?

Existing

Changed✓

New

1.3 What are the principal aims and intended outcomes of the policy / practice?

- To improve safe and effective supervision for all Children and Families Services staff
- To increase consistency in supervision practice and promote equal access to Supervision
- To set out clear supervision expectations, and a consistent approach adopted across Children and Families Services
- To ensure areas for professional development are continuously identified and reflected through the employee development process

1.4 Who has primary responsibility for delivering the policy / practice?

All managers and staff residing in Children & Families Services

1.5 Who are the main stakeholders?

All staff within the Children and Families Services and ultimately their service users.

Monitoring the effectiveness of the Policy will be the responsibility of the Children and Families Services Operational Leadership Team (OLT)

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1.6 Who is the policy / practice intended to affect?

Residents Staff ☒ Specific Group(s) (add details below)

All staff residing in Children and Families Services

1.7 Are there any other related policies / practices?

Supervision Policy Children and Families Department (Nov 2010)
Recording Policy
Progression Policy
Records Retention Policy (DRAFT 2011)

SECTION 2 – Consideration of Impact

2.1 Relevance: – the Public Sector Equality Duty

Does this policy / practice / service have due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Yes (☒) No ()

State reasons below

(Relevance to service users/staff)

This policy applies equally to all staff and all protected characteristics and promotes consistent access to supervision for all Children and Families Services staff.

2.2 Has data and information been used in determining the impact of the policy / procedure under review?

(for example research, surveys, complaints, consultation, , monitoring data)

Equality Group(s)	None
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Baseline data and information

No historical evidence of supervision arrangements negatively impacting on any of the identified groups

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- 2.3 On the basis of evidence, has the actual / potential impact of the policy/ practice been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups and in what way? Is the level of impact judged to be high (H), medium ((M), or low (L)?**

Protected Characteristic	Impact type +, =, -	Level H, M, L, -	Nature of impact
Age	=	L	
Disability	=	L	
Gender	=	L	
Race / ethnicity	=	L	
Religion / belief	=	L	
Sexual Orientation	=	L	
Transgender	=	L	
Marital status/ Civil Partnerships	=	L	
Pregnancy/Maternity	=	L	
In Halton two further vulnerable groups have been identified: -			
Carers	=	L	
Socio – economic disadvantage	=	L	

- 2.4 Does the policy / practice have any potential impact on safeguarding vulnerable people?**

None

- 2.5 How will the impact of the policy / practice be monitored?**

Through regular supervision audits

- 2.6 Who will be responsible for monitoring?**

Safeguarding Unit

- 2.7 If any negative impacts, or potential negative impacts, have been identified what mitigating actions will be put in place, thereby eliminating the need for a further Stage 2 assessment
Where none have been identified insert 'no further action required' in the first column**

Action & purpose / outcome	Priority	Timeframe	Lead Officer
No further action required	(H, M, L)		

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2.8 Summary of stakeholders involved in this review

Name / Job Title	Organisation / representative of
Kelly Keane	HBC - Policy Officer, Corporate and Organisational Policy
Val Hale	HBC - Social Work Professional Development Officer for Children & Enterprise, Safeguarding Unit
Paula St Aubyn	HBC – Divisional Manager, Children & Enterprise Safeguarding

2.9 Completion Statement

As the identified Lead Officer of this review I confirm that:-
 No negative impact has been identified for one or more equality groups and that a Stage 2 Assessment is not required ☒

Signed: *K Keane*

Date: 14.08.12

Completed EIAs should be sent to Les Unsworth, Corporate and Organisational Policy, to be given a unique reference number and for inclusion on the central register.