

Easton&OtleyCollege

Equality Impact Assessment – Initial Screening Form

Policy / procedure / event title	P104 – Safeguarding Policy
Policy holder	Liz Howard
Job title	HR Director
Contact details	01603 731303 / 01473 784105 – liz.howard@eastonotley.ac.uk
Directorate owner	Liz Howard
Date of completion	23 rd October 2013
Step A	
What are the aims, perceived benefits and suggested outcomes?	
<p>This Policy is focussed on recognising the roles that College staff and students have to play in safeguarding the welfare of young people and vulnerable adults. It further focusses upon protection from abuse and neglect. The procedures outlined below should be followed in the circumstances defined in this policy.</p> <p>The College aims to ensure Safeguarding is a key priority for all staff.</p>	
Step B	
Do you have any data showing how the policy has been received and whether it is successful?	
<p>This policy is annually reviewed by the Safeguarding committee to ensure it is fit for purpose. This year the NCSB Safer Recruitment team (P Howard) also reviewed the policy and suggested only a very minor change – the inclusion of the descriptors for abuse.</p> <p>The College is therefore satisfied that this policy meets the needs of the College and will assist in the overall Safeguarding processes.</p>	
Step C	
Which equality strands could the policy, procedure or event impact upon?	
Strand	Notes
Ethnicity / Race / Language	It is not anticipated that this policy will have an adverse impact upon this personal characteristic. Should interpretation of the meaning within the policy be need such will be provided by a suitable trained person. The College is

	aware that other countries have different rules and legislation relating to minors. It is therefore important that the College assists all staff to ensure the legislation, in particular rules related to age restricted activity, is communicated clearly.
Pregnancy / Maternity	It is not anticipated that this policy will have an adverse impact upon this personal characteristic.
Disability	It is not anticipated that this policy will have an adverse impact upon this personal characteristic.
Gender	It is not anticipated that this policy will have an adverse impact upon this personal characteristic.
Religion	It is not anticipated that this policy will have an adverse impact upon this personal characteristic.
Age	It is not anticipated that this policy will have an adverse impact upon this personal characteristic. Young people have special mention within the policy due to potential vulnerability. However the College is aware that all students can be vulnerable so all student will be afforded the same support and protection provided by this policy.
Sexuality	It is not anticipated that this policy will have an adverse impact upon this personal characteristic. The College will ensure intimidation and bullying are never tolerated; this may or may not fall within the Safeguarding policy.
Gender Reassignment	It is not anticipated that this policy will have an adverse impact upon this personal characteristic. The College will ensure intimidation and bullying are never tolerated; this may or may not fall within the Safeguarding policy.
Full impact assessment required?	YES <input type="radio"/> NO <input checked="" type="radio"/> (please circle)
This will be conducted by: _____ (date)	
A copy of this form should be sent to the holder of the policy, procedure or event organiser	

EIA completed 23/10/2013 by Liz Howard and agreed by the Policy group.