

Equality Impact Assessment Form

The Equality Act 2010 includes a public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5 April 2011. The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services, and that they are kept under review. This will achieve better outcomes for all.

The Council is required to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

The guidance refers to these three elements as the three 'aims' of the general duty and so when we discuss the general duty we mean all three aims.

The Act explains that having due regard for advancing equality involves:

- removing or minimising disadvantages experienced by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- encouraging people with protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The Act describes fostering good relations as tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not. Meeting the duty may involve treating some people more favourably than others, as long as this does not contravene other provisions within the Act.

The following principles are drawn from case law on the previous equality duties, and will continue to be relevant in relation to the new duty. To meet the general duty, a public authority must ensure:

- **Knowledge:** those who exercise its functions (its staff and leadership) are aware of the duty's requirements. Meeting the duty involves 'a conscious approach and state of mind'. Decision-makers should therefore be aware of the implications of the duty when making decisions about their policies and practices.
- **Timeliness:** the duty arises before and at the time that a particular policy is under consideration and a decision is taken. A public authority cannot satisfy the duty by justifying a decision after it has been taken.
- **Meaningful consideration:** consideration of the three aims of the general duty must form an integral part of the decision-making process. This is not a 'tick box' exercise – it must be exercised with rigour, with an open mind in such a way that influences the final decision.
- **Sufficient information:** the decision-maker must consider what information s/he has as well as what further information might be needed to give proper consideration to the general duty.
- **Review:** public bodies must have due regard to the aims of the general duty not only when a policy is developed and decided upon, but also when it is implemented and reviewed. The general duty is a continuing duty.
- **Non-delegation:** Anyone exercising public functions on behalf of a public body is required to meet the duty. This is because the duty rests with the public authority even if they have delegated any functions to another organisation.

The Equality and Human Rights Commission has produced guidance for the performance of the general duty in Wales, known as the specific duties in Wales. The specific duties include guidance on impact assessment and engagement that are both relevant to this process. Copies of the guidance are available on the Commission's website and via the equality section of StaffNet.

An impact assessment is a systematic way of finding out the impact of a policy on different protected groups. Officers who are responsible for policies are required to identify the likely impacts that may result from the introduction of a policy.

This impact assessment form has been developed to ensure that these groups are neither directly nor indirectly discriminated against in the planning and delivery of our services, nor by the decisions that we make.

An equality impact assessment must be carried out at a formative stage so that it is an integral part of the development of the policy, not a later justification of a measure that has already been determined.

How should you assess impact?

1. Identify **the objectives** of your policy and how it will work.
2. Examine local and national **data and research**.
3. Assess **the likely impact** on the protected groups.
4. **Consult and involve** people who are likely to be affected by your policy.
5. Make arrangements to **monitor and review** the impact of your proposal.
6. **Publish** the assessment.

It is the responsibility of the relevant Head of Service or Operational Manager to ensure that an assessment has been completed for the policy, practice, procedure or decision identified.

Complete form electronically and return to the Equalities Section: tsgreaves@valeofglamorgan.gov.uk. For support, ring: 01446 709446

Title and Description of Policy, Procedure, Practice or Decision (referred to as “policy” throughout form).	Proposed merger of the Vale of Glamorgan and the Cardiff Local Safeguarding Children Boards (LSCBs).
--	--

Who is responsible for developing and implementing the policy?

Name	Philip Evans
Job Title	Director of Social Services and Chair of the Vale of Glamorgan Council LSCB
Directorate	Social Services
Division	-

1. Background and screening:

Who will be affected by this policy?

Vale of Glamorgan residents

Please ✓

☐

Internal department(s) (please state which):

☒

Social Services, Learning and Development and Legal Services primarily

Customers/residents in a specific geographical location

☐

Specify location:

Specific group of customers

☐

Specify group(for example, a particular age group or gender, gypsy / traveller children in education, people with dementia):

Others

☒

Please specify:

The LSCB is a statutory partnership consisting of the lead statutory agencies responsible for safeguarding (i.e. Social Services, Education, Health, Police, Probation) and relevant third sector organisations.

What research or baseline information do you have about how your service is used by various groups of people?

The LSCB is not used by groups of people but it is the statutory board which holds the partner agencies to account for providing safeguarding services in their respective service areas.

The Deputy Minister for Children and Social Services, in a Written Statement issued by Welsh Government in October 2011, stated:

- “In advance of the legislation, my expectation is that LSCBs will begin planning for the change and move onto a collaborative model as soon as possible. The function of LSCBs prescribed in regulation will remain unchanged in the interim”.
- “My responsibility is to ensure that the framework, within which all agencies operate, facilitates the effective multi-agency approach essential to robust safeguarding arrangements”.

The Deputy Minister made a further statement in October 2012 following a period of consultation and urged all LSCBs to make progress towards regional models, ensuring risks have been assessed and discharged in anticipation of legislative changes included in the Social Services and Well Being (Wales) Bill.

The proposed merger is the culmination of work undertaken over several months to align the two LSCBs to comply with the Ministerial direction.

Will this policy have a significant effect on how services are delivered?

Yes ☐ No ☒

Please detail:

There should be no detrimental effect on how safeguarding services are currently delivered across the Vale of Glamorgan and Cardiff but the proposed merger will allow services to develop and improve, providing consistency in policies, procedures and practice across all agencies in both Council areas. The effect is intended to be positive.

Will this policy have a significant effect on how other organisations operate?

Yes ☐ No ☒

Please detail:

There should be no detrimental effect in the way safeguarding organisations currently operate their services as above.

Does the policy involve a significant commitment of resources?

Yes ☐ No ☒

Please detail:

Both LSCBs currently have different funding arrangements and, although constituent agencies cooperate in ensuring the Boards work

effectively, resourcing pressures can prove problematic. In response to consultation, the Deputy Minister has made a commitment to ensure more robust funding arrangements for LSCBs but the detail has yet to be developed.

Does the policy relate to an area where there are known inequalities (for example, disabled peoples' access to public transport, the gender pay gap, racist or homophobic bullying in schools, educational attainment of Gypsies and Travellers)?

Yes ☐

No ☒

Please detail:

What are the intended outcomes of the policy (outcomes to be specific, measurable, achievable, results oriented, time-based)?

Please detail:

- Consistent alignment of policy, process and practice across organisations at a regional level.
- Assisting professionals to work together more effectively to safeguard children and young people.
- Creating opportunities to share resources, including specialist professional knowledge and expertise.
- Avoiding duplication and securing more consistent levels of support. For example:
 - staff who co-ordinate and develop the work of the Boards;
 - representation from constituent agencies which contribute to the work programme of the Board;
 - finance and the use of facilities.
- Potentially appointing an existing Board Member to act as Independent Chair so the Board can exercise its local challenge function more effectively.

How will these be measured?

Please detail:

The merged LSCB will monitor progress against all the intended outcomes through Business Planning Sub-group arrangements and the meeting of the Board.

Will the policy impact upon other policies or practices?

Yes ✓

No ☐

Please detail:

The merger of the two LSCBs will require agreement in the following areas:

- membership;
- governance and accountability;
- structures;
- staffing;
- funding;
- integrated work plans;
- links to other partnership structures in each local authority area;
- links to any strategic group operating to a South Wales Police boundary;
- performance management, audit and quality assurance;
- citizen engagement – children, young people and others; and
- political oversight and scrutiny.

Both LSCBs currently have similar structures which includes standing Sub-groups and the use of Task and Finish Groups where appropriate.

The Boards have successfully operated a joint Training Sub-group for several years and have shared the work of developing some policies and procedures. Some of the constituent agencies are represented on both Boards by the same person, so the merger will ensure the most effective use of that person on behalf of their agency.

Any developments of new / or revision of existing policies and procedures undertaken by the merged Board will need to have an impact assessment in their own right, as deemed appropriate.

What data or research is available on the policy (for example, statistics, survey results, best practice advice)?

Please detail:

The merger of the two LSCBs is being driven by good practice and Welsh Government Ministerial direction. Through the preparatory work undertaken to date – including joint workshops involving all constituent agencies – the overriding view is that the impact will be positive.

Are there any gaps in data which necessitate further research or consultation?

Yes ☐

No ☒

Please detail:

Is there any evidence that there are different levels of service uptake for different protected groups, for example, do men use the policy more than women?

Yes ☐

No ☒

Please detail:

Is there any evidence that there are barriers that might exclude any of the protected groups from accessing the policy?

Yes ☐

No ☒

Please detail:

If there are no barriers, what is your evidence to support this?

Safeguarding arrangements/services for children and young people are provided to any child or young person requiring them irrespective of gender, race, religion, language, orientation.

The position is not expected to be different from that of both existing LSCBs. The draft Cardiff and Vale of Glamorgan LSCB constitution indicates that the merged LSCB will treat people equally and, as a partnership, will take into account the diverse needs of our communities including people with gender reassignment status. Partner agencies have their own equality duties under the Public Sector

Duties of the Equality Act 2010 and the Cardiff and Vale of Glamorgan LSCB will encourage all voluntary organisations to develop their own equality policy and standards for the services they deliver. As a partnership, the merged LSCB will promote and encourage consultation and inclusion of people from a diverse range of backgrounds.

Any developments of new / or revision of existing policies and procedures undertaken by the merged Board will need to have an impact assessment in their own right, as deemed appropriate.

Is there evidence that any of the protected groups will have different needs or priorities with regard to the proposed policy?

Yes ☐ No ☒

Please detail:

As above.

Is there any evidence that the policy could discriminate, directly or indirectly, against people in any of the protected groups?

Yes ☐ No ☒

Please detail:

As above.

Can anything be done further to promote equality of opportunity by altering the policy?

Yes ☐ No ☒

Please detail:

2. Relevance

Is an equality impact assessment relevant to this policy?

Yes ☐

No ☒

Where, as a result of the above screening, the officer responsible for the policy believes that an equality impact assessment is not relevant, they should initially discuss this with the Council's equalities coordinator, and record and explain the decision.

Please detail:

This document has been submitted to the Vale of Glamorgan Council's Equalities Officer and a meeting has taken place to discuss it.

The LSCB is a statutory partnership made up of agencies responsible for delivering services and for ensuring compliance with agreed safeguarding requirements across their respective service areas.

The Board does not deliver services but it has responsibility for ensuring partner agencies comply with agreed policies and procedures, monitoring arrangements and quality assurance and improving practice through performance management and practice learning opportunities.

As such, there are no particular groups of users/communities to consult with – those 'groups' affected by this merger are the constituent partner agencies themselves – all of whom are committed to the merger. Third sector organisations are represented on the existing Boards and will be members of the merged Board.

However, it is fully acknowledged that the development of new / or revision of existing policies and procedures undertaken by the merged Board will need to have an impact assessment in their own right, as deemed appropriate.

Whilst it is recommended that an Equality Impact Assessment is not relevant, the following sections have been completed in order to demonstrate that consideration has been given to each of the protected groups in order to reach this conclusion.

On the advice of the Vale of Glamorgan Council's Equalities Officer, completing the process is seen to demonstrate transparency when the Equality Impact Assessment is published.

3. Gender

Will the policy have a negative impact, directly or indirectly, on women or men? **NO** – see below

Please detail evidence:

Will the policy have a positive impact, directly or indirectly, on women or men? **NO** – see below

Please detail evidence:

Will the policy have no gender-specific impact?

Please detail evidence:

The merging of LSCBs is not expected to have a differential impact on men / or women.

As stated previously, the draft Cardiff and Vale of Glamorgan constitution indicates that the merged LSCB will treat people equally and as a partnership will take into account the diverse needs of our communities, including gender. Partner agencies involved in the LSCB have their own equality duties under the Public Sector Duties of the Equality Act 2010.

What action can you take to mitigate against any negative impact, and/or to have a more positive impact on men or women?

Please detail evidence:

No action required as the merging of LSCBs is not expected to have a differential impact on men / or women.

4. Race

Will the policy have a negative impact, directly or indirectly, on people based on their race, colour, nationality (including citizenship) or ethnic or national origin(s)? NO – see below

Please detail evidence:

Will the policy have a positive impact, directly or indirectly, on people based on their race, colour, nationality (including citizenship) or ethnic or national origin(s)? NO – see below

Please detail evidence:

Will the policy have no impact, directly or indirectly, on people based on their race, colour, nationality (including citizenship) or ethnic or national origin(s)?

Please detail evidence:

The draft Cardiff and Vale of Glamorgan LSCB constitution indicates that the merged LSCB will treat people equally and as a partnership will take into account the diverse needs of our communities, including race. Partner agencies involved in the partnership have their own equality duties under the Public Sector Duties of the Equality Act 2010. This position is not expected to be different from that of existing separate LSCBs.

The statutory guidance to which LSCBs work; *Safeguarding Children under the Children Act 2004*, indicates that:

“Children from black and minority ethnic groups (and their parents) are likely to have experienced harassment, racial discrimination and institutional racism. The experience of racism is likely to affect the responses of the child and family to assessment and enquiry processes. Failure to consider the effects of racism will undermine efforts to protect children from other forms of significant harm. The effects of racism differ for different communities and individuals, and should not be assumed to be uniform.

All organisations working with children, including those operating in areas where black and minority ethnic communities are

numerically small, should address institutional racism, defined in the MacPherson Inquiry Report on Stephen Lawrence as "the collective failure by an organisation to provide an appropriate and professional service to people on account of their race, culture and/or religion".

It is acknowledged that proportionately Cardiff has a numerically higher proportion of black and minority ethnic communities and associated experience of working with these communities compared to the Vale of Glamorgan. The merger will assist professionals to work together more effectively in safeguarding the above listed groups of different race and create opportunities to share resources, including specialist professional knowledge and expertise.

What action can you take to mitigate against any negative impact, and/or to have a more positive impact on people based on their race, colour, nationality (including citizenship) or ethnic or national origin(s)?

Please detail evidence:

No action required as the impact should be positive.

5. Disability

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Will the policy have a negative impact, directly or indirectly, on disabled people? **No – see below**

Please detail evidence:

Will the policy have a positive impact, directly or indirectly, on disabled people? **Yes – see below**

Please detail evidence:

Will the policy have no impact, directly or indirectly, on disabled people?

Please detail evidence:

The statutory guidance to which LSCBs work is *Safeguarding Children under the Children Act 2004*. The guidance indicates that disabled children may be particularly vulnerable and therefore require special consideration in the safeguarding work of LSCBs.

The available UK evidence on the extent of abuse among disabled children suggests that disabled children are at increased risk of abuse and that the presence of multiple disabilities appears to increase the risk of both abuse and neglect.

Safeguarding and promoting the welfare of children is defined in the guidance as:

- Protecting children from abuse and neglect;
 - Preventing impairment of their health or development, and
 - Ensuring that they receive safe and effective care;
- ... so as to enable them to have optimum life chances.

The merger will assist professionals to work together more effectively in safeguarding disabled children and create opportunities to share resources, including specialist professional knowledge and expertise. It is expected that this will have a positive effect on safeguarding

and promoting the welfare of disabled children across the region.

What action can you take to mitigate against any negative impact, and/or to have a more positive impact on disabled people?

Please detail evidence:

No action required as the impact should be positive.

6. Welsh language

Will the policy have a negative impact, directly or indirectly, on the Welsh language? **No** – see below

Please detail evidence:

Will the policy have a positive impact, directly or indirectly, on the Welsh language? **No** – see below

Please detail evidence:

Will the policy have no impact, directly or indirectly, on the Welsh language? **Yes** – no impact on Welsh language

Please detail evidence:

What action can you take to mitigate against any negative impact, and/or to have a more positive impact on the Welsh language?

Please detail evidence:

No action required as there should be no impact as a result of the proposed merger.

7. Age

Will the policy have a negative impact, directly or indirectly, on different age groups (e.g. people over 50, people under 16)?

Please detail evidence:

The LSCB is responsible for multi-agency safeguarding arrangements for children and young people up to the age of 18 years and the major impact will be on that age group.

Will the policy have a positive impact, directly or indirectly, on different age groups?

Please detail evidence:

As above

Will the policy have no impact, directly or indirectly, on different age groups?

Please detail evidence:

As above

What action can you take to mitigate against any negative impact, and/or to have a more positive impact on people of different age groups?

Please detail evidence:

The merger will have a positive impact on children and young people aged up to 18 years across the region as it is expected to result in more consistent alignment of policy, procedure and practice across all organisations.

In addition, Welsh Government is committed to breaking down any artificial barriers as a result of age and it has proposed the consideration of Children and Adult Safeguarding arrangements being merged in the future. This is a long-term proposal on which there will be full consultation as appropriate in the future.

8. Religion, belief or non-belief

Will the policy have a negative impact, directly or indirectly, on people with different religions, beliefs or non-beliefs?

Please detail evidence: **No** – see below

Will the policy have a positive impact, directly or indirectly, on people with different religions, beliefs or non-beliefs?

Please detail evidence: **Yes** – see below

Will the policy have no impact, directly or indirectly, on people with different religions, beliefs or non-beliefs?

Please detail evidence:

The draft Cardiff and Vale of Glamorgan constitution states that the merged LSCB will treat people equally and, as a partnership, will take into account the diverse needs of our communities including religion / beliefs. Partner agencies involved in the partnership have their own equality duties under the Public Sector Duties of the Equality Act 2010. This position is not expected to be different from that of existing separate LSCBs.

The statutory guidance to which LSCBs operate; *Safeguarding Children under the Children Act 2004*, indicates that children who are / have been subject to child abuse linked to belief in “possession” or “witchcraft”, or in other ways related to spiritual or religious belief, are particularly vulnerable and require special consideration in safeguarding work.

The number of known cases of child abuse linked to accusations of “possession” or “witchcraft” are small but children involved can suffer damage to their physical and mental health, capacity to learn, ability to form relationships and self-esteem.

The merger will assist professionals to work together more effectively in safeguarding children who have been subject to abuse linked to spiritual or religious belief and create opportunities to share resources, including specialist professional knowledge and expertise. It is expected that this will have a positive effect on safeguarding and promoting the welfare of this group of children across the region.

What action can you take to mitigate against any negative impact, and/or to have a more positive impact for people with different religions, beliefs or non-beliefs?

Please detail evidence:

No action is required as this merger is expected to have a positive impact on the above listed groups of religions, beliefs or non-beliefs.

9. Sexual orientation

Will the policy have a negative impact, directly or indirectly, on lesbians, gays, bisexuals or heterosexual people?

Please detail evidence: **No** – see below

Will the policy have a positive impact, directly or indirectly, on lesbians, gays, bisexuals or heterosexual people?

Please detail evidence: **No** – see below

Will the policy have no impact, directly or indirectly, on lesbians, gays, bisexuals or heterosexual people?

Please detail evidence:

The draft Cardiff and Vale of Glamorgan constitution states that the merged LSCB will treat people equally and, as a partnership, will take into account the diverse needs of our communities including religion / beliefs. Partner agencies involved in the partnership have their own equality duties under the Public Sector Duties of the Equality Act 2010. This position is not expected to be different from that of existing separate LSCBs.

What action can you take to mitigate against any negative impact, and/or to have a more positive impact for lesbians, gays, bisexuals or heterosexual people?

Please detail evidence:

No action is required as this merger is not expected to have a differential impact on the above listed groups of different sexual orientation.

10. Gender Reassignment

Will the policy have a negative impact, directly or indirectly, on transgender people?

No – see below

Please detail evidence:

Will the policy have a positive impact, directly or indirectly, on transgender people?

No – see below

Please detail evidence:

Will the policy have no impact, directly or indirectly, on transgender people?

Please detail evidence:

The merging of LSCBs is not expected to have a differential impact on transgender people. The position is not expected to be different from that of existing LSCB. The draft Cardiff and Vale of Glamorgan constitution indicates that the merged LSCB will treat people equally and, as a partnership, will take into account the diverse needs of our communities including people's gender reassignment status. Partner agencies involved in the partnership have their own equality duties under the Public Sector Duties of the Equality Act 2010 and the Cardiff and Vale of Glamorgan LSCB will encourage all voluntary organisations to develop their own equality and standards for the services they deliver. As a partnership it will promote and encourage consultation and inclusion of people from a diverse range of backgrounds.

What action can you take to mitigate against any negative impact, and/or to have a more positive impact for transgender people?

Please detail evidence:

No action is required as this merger is not expected to have a differential impact on transgender people.

11. Pregnancy and maternity

Will the policy have a negative impact, directly or indirectly, on women during pregnancy or maternity?

Please detail evidence: **No** – see below

Will the policy have a positive impact, directly or indirectly, on women during pregnancy or maternity?

Please detail evidence: **No** – see below

Will the policy have no impact, directly or indirectly, on women during pregnancy or maternity?

Please detail evidence:

The merging of LSCBs is not expected to have an impact on pregnancy and maternity.

The position is not expected to be different from that of existing LSCB. The draft Cardiff and Vale of Glamorgan constitution indicates that the merged LSCB will treat people equally and, as a partnership, will take into account the diverse needs of our communities including pregnancy and maternity status. Partner agencies involved in the partnership have their own equality duties under the Public Sector Duties of the Equality Act 2010.

What action can you take to mitigate against any negative impact, and/or to have a more positive impact for women during pregnancy or maternity?

Please detail evidence:

No action is required as this merger is not expected to have a differential impact on pregnancy and maternity.

12. Consultation and involvement

What consultation and involvement activities have taken place? (for example focus groups, public surveys, public meeting, etc.)

Please detail:

There are no particular groups of users/communities for which consultation is required. Those affected by this merger are the constituent agencies themselves, all of whom are committed to the merger. Third sector organisations are represented on the existing Boards and will be members of the merged Board.

It is fully acknowledged that the development of new / or revision of existing policies and procedures undertaken by the merged Board will need to have an impact assessment in their own right and consultation will be undertaken with protected groups wherever it is deemed appropriate to so.

What arrangements have been made to consult and involve people and organisations representing the protected characteristics, which have been identified as potentially being affected by the policy? (for example men, women, parents, carers, the black and minority ethnic community (including asylum seekers, refugees, economic migrants), disabled people, the Welsh speaking community, the lesbian, gay and bisexual community, transgender people, different faith groups, etc.)

Please detail:

Consultation and engagement is not felt to be required at this time, as the merger is not expected to have a negative differential impact on the groups listed as having protected characteristics.

How have the results of the consultation been implemented?

Please detail:

N/A

13. Monitoring

What monitoring data do you intend to collect? (for example the number of disabled people using your service)

Please detail:

The newly formed LSCB will decide the monitoring data it wishes to collect and review based on existing performance frameworks operated by both Boards.

How often will you analyse and report this data?

Please detail:

Performance and monitoring data is reported periodically to the Board and recorded in the minutes.

Where will you publish the report on this data?

Please detail:

The minutes of the LSCB are available on the LSCB website.

14. Publication of policy

How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, producing information in accessible formats, etc.)?

Please detail:

- Constituent partner agencies are tasked with informing all relevant groups, staff and communities that they serve.
- In addition, the Council websites will inform any member of the public of the changes.
- This Equality Impact Assessment will be published on the Vale of Glamorgan Council website

15. Further action

Any recommendations for action that you plan to take as a result of this impact assessment (listed in the sections above) should be included in your Team Plan or Departmental Service Plan.

Please detail:

As above.

16. Outcome

An equality impact assessment may have four possible outcomes, though more than one may apply to a single policy. Please indicate the relevant outcome of the impact assessment below.

Please tick as appropriate:

No major change – the impact assessment demonstrated that the policy was robust; there was no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.



Adjust the policy – the impact assessment identified potential problems or missed opportunities. The policy was adjusted to remove barriers or better promote equality.



Continue the policy – the impact assessment identified the potential for adverse impact or missed opportunities to promote equality. The justification(s) for continuing with it have been clearly set out. (The justification must be included in the impact assessment and must be in line with the duty to have due regard. Compelling reasons will be needed for the most important relevant policies.)



Stop and remove the policy – the impact assessment identified actual or potential unlawful discrimination. The policy was stopped and removed, or changed.



17. Authorisation

This equality impact assessment must be authorised by the relevant Head of Service or Operational Manager.

Approved by (name)	Philip Evans
Job Title	Director of Social Services and Chair of the Vale of Glamorgan Local Safeguarding Children Board
Date	January 2013

18. Completed Impact Assessments:

A copy of this form must be sent to the Equalities Coordinator for publication on the Council's website.