

Equality analysis form

If the activity you are planning to analyse is covered by an existing Equality Analysis or a relevant former Equality Impact Assessment, please use Section 2 of the form to highlight any updated information. The updated form should be sent through to the Equality and Diversity Unit for feedback, the start of the online consultation process and publication.

Section 1

Equality Analysis Screening

The following questions will identify whether a full Equality Analysis will be required. Please read the Equality Analysis guidance prior to completing the screening.

1. Name of the activity (strategy, policy, practice etc)

Safeguarding policy – revision

2. Will this activity have the potential to deliver positive outcomes for students, staff and/or visitors from equality groups? Please provide evidence for your answer.

A clear safeguarding policy will provide increased confidence for staff and students in how to respond to concerns, their role in the process and reassurance that UWE Bristol will address their concerns appropriately. It will therefore enhance safety for staff, students and children and vulnerable adults associated with UWE.

3. Will this activity have the potential to create negative impacts on students, staff and/or visitors from equality groups? Please provide evidence for your answer.

The revision to the current policy will not have the potential to create negative impacts on students, staff and/or visitors from equality groups. A continued proportionate response will mean that safeguarding referrals will only be made to statutory referrals when required. Safeguarding is strongly linked to deprivation and poverty and referrals do have the potential for putting vulnerable people and families under additional strain however referrals also safeguard the most vulnerable in society and can be a route to additional support.

4. Does the activity have the potential to impact equality groups in the following ways:
 - Access to or participation in UWE Faculties or Professional Services?
 - Levels of representation across the UWE workforce?
 - Student experience, attainment or withdrawal?
 - Staff experience?

Please indicate YES or NO. If the answer is YES then a full analysis must be carried out. If the answer is NO, please provide a justification.

No, because there will not be any significant changes to the current safeguarding processes. Changes made to the policy will be to improve clarity.

Equality analysis screening sign off:

Faculty Dean or Head of Service	Lou Hardinge
Faculty / service	Student Support and Wellbeing
Date	21/12/2018

Please return the completed form back to the Equality & Diversity Unit for feedback and publication

Section 2

Full Equality Analysis

1. Name of the activity (strategy, policy or practice etc)

Safeguarding policy – revision

2. What is the aim of the activity (objective or purpose)?

To clarify the University's policy with additional inclusion of general welfare concerns

3. If amending a current activity, what changes are proposed?

To separate children and vulnerable adults from safeguarding in relation to the Prevent Duty, and to include general welfare concerns

4. Who is responsible for developing and delivering the activity?

Jess Winkler, Safeguarding Manager

5. What measures will be used to assess whether the activity is successful?

Effective referrals

6. Does the activity have a potentially adverse impact on equality groups, in terms of employment issues and/or service delivery for students and/or staff? In the table below, please give evidence to support your yes or no answers. If the answer is not known, indicate how you will source evidence.

Meeting the public sector equality duty

Please also use the table below to demonstrate whether the activity has the potential to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please use the 'no' column to highlight your responses.

	Yes	No	Not known
Women and men	There are some differences in the risks that men and women face; for example men are more at risk of taking their own lives while women are more at risk of domestic abuse - greater awareness of safeguarding and a clearer process for reporting welfare concerns may be of benefit to them		
Trans people	Trans people are more at risk of of mental health problems and self harm so greater awareness of safeguarding and a clearer process for reporting welfare concerns may benefit them		
Black and minority ethnic groups	Some safeguarding issues can be related to cultural practices such as FGM, breast ironing and forced marriage, while		

	<p>asylum seekers and refugees have higher risk levels regarding suicide. Greater awareness of safeguarding and a clearer process for reporting welfare concerns may be of benefit to those affected.</p>		
Disabled people	<p>Disabled people in general are more at risk of abuse and the term 'disabled' includes mental health difficulties, so people with disabilities may benefit from greater awareness of safeguarding and a clearer process for reporting welfare concerns</p>		
Younger or older people	<p>Safeguarding children and vulnerable adults is relevant to people under 18 and where old age has led to related disability and frailty, so younger and older people may benefit from greater awareness of safeguarding and a clearer process for reporting welfare concerns</p>		
People of different religion and beliefs	<p>The Prevent Duty aims to protect values such as respect and</p>		

	tolerance for different faiths and beliefs while providing a mechanism for safeguarding people who may be at risk of developing fundamentalist beliefs that could lead to behaviour that threatens their own life chances and the safety of others. Greater awareness of the Prevent Duty and a clearer process for reporting concerns may be of benefit.		
Lesbian, gay, bisexual people	LGBT people are more at risk of developing mental health problems, problematic drug and alcohol use and of facing homelessness so may benefit from greater awareness of safeguarding and a clearer process for reporting welfare concerns		
Marriage and civil partnership		This policy is unlikely to have differing impact based on marriage and civil partnership	
Pregnancy and maternity	Pregnancy can be a trigger for domestic abuse, and existing abuse may get worse during pregnancy		

	or after giving birth. Greater awareness of safeguarding and a clearer process for reporting welfare concerns may be of benefit.		
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7. Please give evidence of how you have engaged equality groups in the equality analysis process. Is further engagement required?

Wide consultation with UWE Cares, Out of Hours Team, Policy team, Safeguarding Operations Group, the Wellbeing Service, Safeguarding Steering Group. No specific impact on equality groups warranting specific consultation.

8. What action can be taken to mitigate any potential negative impacts or address different needs? Please comment and then complete an action plan (see appendix 1).

No potential negative impacts identified.

9. Please indicate the level of equality relevance:

High

Medium

Low

10. **Equality analysis sign off:**

Faculty Dean or Head of Service	Lou Hardinge
Faculty / service	SAS
Date	30/05/2019

Please return this form to the Equality and Diversity Unit for feedback, the start of the consultation process and publication.

Equality analysis - action plan

Appendix 1

Name of activity:

Plan completed by:

Service / faculty:

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Information/data required						
Consultation						
Monitoring and review arrangements						
Publication						
Other actions						

Please return form to the Equality and Diversity Unit