

Equality Impact Assessment Form

1. Persons responsible for this assessment:

Names: Paula Massey	
Date of assessment: 01.08.2025	Telephone: 01594 812389 Email: paula.massey@publicagroup.uk

2. Name of the policy, service, strategy, procedure or function:

Safeguarding Policy Update July 2025

3. Briefly describe it aims and objectives

To update the existing corporate Safeguarding Policy to ensure the Council meets its statutory responsibility and duty of care in reporting safeguarding issues and that its members, officers, contractors and those commissioned to provide services are aware of their legal obligations to safeguard children, young people and adults at risk.

4. Are there any external considerations? (e.g. Legislation/government directives)

The Care Order Act 2014 The Children Act 2004
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5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	<input type="checkbox"/>	
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	<input type="checkbox"/>	
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	



Anecdotal information from groups and agencies within Gloucestershire	✓	Gloucestershire Adults Safeguarding Board; Gloucestershire Safeguarding Children Partnership; Gloucestershire Safeguarding Districts Sub-Group
Comparisons between similar functions / policies elsewhere	✓	Gloucestershire Safeguarding Adults Board (GSAB). Gloucestershire Safeguarding Children Partnership (GSCP) Other Districts Recently Refreshed Policies
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	

6. Please specify how intend to gather evidence to fill any gaps identified above:

n/a

7. Has any consultation been carried out?

Internal consultation and engagement will be undertaken as necessary to ensure the effective implementation and delivery of this Policy.

If NO please outline any planned activities

N/A

8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	✓
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>

9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People		✓		The proposal is inclusive to people of different age groups, but it is not specific to age.	
Age – Old People		✓		The proposal is inclusive to all ages.	
Disability		✓		The proposal is inclusive to people with disabilities but is not specific to disability.	
Sex – Male		✓		The proposal is inclusive to all gender groups, but it is not specific to gender.	
Sex – Female		✓			
Race including Gypsy and Travellers		✓		The proposal is inclusive to people of all races, but it is not specific to race.	
Religion or Belief		✓		The proposal is inclusive to people of all religions, but it is not specific to religion.	
Sexual Orientation		✓		This proposal is inclusive to all types of sexual orientation, but it is not specific to sexual orientation.	
Gender Reassignment		✓		The proposal is inclusive to all gender groups, but it is not specific to gender.	
Pregnancy and maternity		✓		The proposal is inclusive to people who are pregnant and/or maternity leave, but it is not specific to this group.	
Geographical impacts on one area		✓		The proposal is inclusive to the whole of Cotswold district.	
Other Groups				This proposal is inclusive of all the other groups that are not mentioned.	



Rural considerations: ie Access to services; leisure facilities, transport; education; employment; broadband.		✓		The proposal is inclusive to the whole Cotswold district	
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10. Action plan (add additional lines if necessary)


Action(s)	Lead Officer	Resource	Timescale

11. Is there anything else that you wish to add?

n/a

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where a negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the Council and that I/we take responsibility for the completion and quality of this assessment.

Completed By:	Paula Massey	Role:	Enabling Manager and Deputy Designated Safeguarding Lead	Date:	01.08.2025
Line Managers signature:		Role:	Susan Hughes, Business Manager Support and Advice and Designated Safeguarding Lead	Date:	05/08/2025