

Equality Impact Assessment (EQIA)

In completing this EQIA you should be ensuring the needs of diverse groups of people are thought about when developing and implementing a new policy, procedure or service or a change to existing ones. Please consider the protected groups in line with the Equality Act 2010 and other diverse groups who may be impacted.

Name of Activity	Conduct and service standards
Name of person completing EQIA	Irene Audain
Date EQIA completed	22/08/2022

What type of activity are you planning?	(x)
Change to procedure	<input type="checkbox"/>
Event	<input type="checkbox"/>
New procedure	<input type="checkbox"/>
Office Plan/Budget	<input type="checkbox"/>
Policy	<input checked="" type="checkbox"/>
Project	<input type="checkbox"/>
Service	<input type="checkbox"/>
Other (free text box)	<input type="checkbox"/>

1	Describe the main aim or purpose of what it is you are planning to do?
	Updating conduct and service standards policy

2	Who is likely to be affected by this policy, service or change?
	All staff, volunteers, partners, and all users of SOSCN 's work

3	Do you have enough information to know what the potential impact might be on diverse groups and what that might look like? <p>The protected characteristics to consider are: Age, Disability, Sex, Race, Religion or Belief, Gender Reassignment, Sexual Orientation, Marriage and Civil Partnership, Pregnancy and Maternity. It will also be helpful to consider these groups more widely in relation to their socio-economic status that includes such factors as educational attainment, occupation, income, wealth and social deprivation.</p> <p>Please mark as Yes or No. If yes use the Comments column to describe what the potential impact is. What are your sources of evidence? (Try to think about both positive and negative impacts. There are lots of sources of data to help answer this question. Diversity Networks, the Diversity Report or Diversity & Inclusion team may offer some useful information. Previously completed EQIAs may also offer answers to questions you may have).</p>			
		Yes	No	Comments
	Age	√		The policy refers to all protected characteristics as part of the overall code of conduct and service standards.
	Disability	√		The policy refers to all protected characteristics as part of the overall code of conduct and service standards.
	Gender Reassignment	√		The policy refers to all protected characteristics as part of the overall code of conduct and service standards.
	Marriage and Civil Partnership	√		The policy refers to all protected characteristics as part of the overall code of conduct and service standards.
	Pregnancy and Maternity	√		The policy refers to all protected characteristics as part of the overall code of conduct and service standards.
	Race	√		The policy refers to all protected characteristics as part of the overall code of conduct and service standards.

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		Yes	No	Comments
	Religion or belief	√		The policy refers to all protected characteristics as part of the overall code of conduct and service standards.
	Sex	√		The policy refers to all protected characteristics as part of the overall code of conduct and service standards.
	Sexual orientation	√		The policy refers to all protected characteristics as part of the overall code of conduct and service standards.

Is there evidence of any impact on other groups not covered by the protected characteristics? If yes use the Comments column to describe what the potential impact is, what you could do to remove/reduce any negative impact and what you could do to benefit from any positive impact.

(For example, carer status, single parent, economic exclusion. It is important not to limit your thinking just to the protected characteristics listed above. This question is broadening the EQIA out to be more inclusive. The impact might be a negative one (e.g. making that decision could decrease the opportunity for some people to participate) or it could be a positive one (e.g. by making that decision, more people are able to take part in the activity).)

	Yes	No	Comments
Children's rights under the UNCRC	√		There are specific additional service standards for children which includes meeting their rights under the UNCRC
Single parents	√		Lone parents are more likely to need school age childcare services and their specific needs are always represented at board level in our organisation.

4	Have you consulted with the relevant groups (these could be internal and/or external) or gathered evidence for you to know the potential impact on these different groups affected? What sources have you used to gather information?
	If there are any gaps in information that make it difficult or impossible to form an opinion on how your policy, service or change might affect different groups of people, please take the time to gather information to help you make an informed answer (for example, review statistics, survey results, complaints analysis, consultation documents, customer feedback, existing briefings submissions or business reports, comparative policies from external sources and other Government Departments etc).
	This is an updating of a policy for users of SOSCN services. The main users of our services are staff in school age childcare services and those we work with in partnership, representation and engagement work. We conduct regular workforce surveys which also measure the protected characteristics of the school age childcare workforce in voluntary equality monitoring questions. If involved in delivering work with or on behalf of the organisation, protected characteristics are routinely part of the information we seek in order to be as inclusive as possible.

5	Having analysed the relevant sources of information, what does the evidence tell you? Is there any evidence that the proposed changes will have an adverse equality impact on any of these different groups of people?			
		Yes	No	Comments
	Age		√	This policy update has a positive impact on any protected characteristic and goes further in also support children's rights and inclusion and particular groups in society such as lone parents
	Disability		√	This policy update has a positive impact on any protected characteristic and goes further in also support children's rights and inclusion and particular groups in society such as lone parents
	Gender Reassignment		√	This policy update has a positive impact on any protected characteristic and goes further in also support children's rights and inclusion and particular groups in society such as lone parents
	Marriage and Civil Partnership		√	This policy update has a positive impact on any protected characteristic and goes further in also support children's rights and inclusion and particular groups in society such as lone parents
	Pregnancy and Maternity		√	This policy update has a positive impact on any protected characteristic and goes further in also support children's rights and inclusion and particular groups in society such as lone parents
	Race		√	This policy update has a positive impact on any protected characteristic and goes further in also support children's rights and inclusion and particular groups in society such as lone parents
	Religion or belief		√	This policy update has a positive impact on any protected characteristic and goes further in also support children's rights and inclusion and particular groups in society such as lone parents
	Sex		√	This policy update has a positive impact on any protected characteristic and goes further in also support children's rights and inclusion and particular groups in society such as lone parents
	Sexual orientation		√	This policy update has a positive impact on any protected characteristic and goes further in also support children's rights and inclusion and particular groups in society such as lone parents

5	Having analysed the relevant sources of information, what does the evidence tell you? Is there any evidence that the proposed changes will have an adverse equality impact on any of these different groups of people?			
		Yes	No	Comments
			√	This policy update has a positive effect on equalities.

6	Please provide details of who the proposals affect, the adverse impacts and explain how you will minimise or remove the adverse impact.			
	There are no adverse impacts on any of the groups who use our services or who work with us in partnership			

7	Is there any evidence that the proposed changes will have a positive impact on any of these different groups of people and/or promote equality of opportunity? Please provide details of which group/ groups benefits from the positive impacts. and how this will be promoted/evaluated.			
		Yes	No	Comments
	Age	√		This is a policy update which benefits all users and partners we work with, it will be publicised on our website
	Disability	√		This is a policy update which benefits all users and partners we work with, it will be publicised on our website
	Gender Reassignment	√		This is a policy update which benefits all users and partners we work with, it will be publicised on our website
	Marriage and Civil Partnership	√		This is a policy update which benefits all users and partners we work with, it will be publicised on our website

7	Is there any evidence that the proposed changes will have a positive impact on any of these different groups of people and/or promote equality of opportunity? Please provide details of which group/ groups benefits from the positive impacts. and how this will be promoted/evaluated.			
		Yes	No	Comments
	Pregnancy and Maternity	√		This is a policy update which benefits all users and partners we work with, it will be publicised on our website
	Race	√		This is a policy update which benefits all users and partners we work with, it will be publicised on our website
	Religion or belief	√		This is a policy update which benefits all users and partners we work with, it will be publicised on our website
	Sex	√		This is a policy update which benefits all users and partners we work with, it will be publicised on our website
	Sexual orientation	√		This is a policy update which benefits all users and partners we work with, it will be publicised on our website

8	Provide a final summary of the commitments/actions you will take as a result of completing this EQIA.			
	Who will you consult with on your action plan and how will you do this to ensure the relevant stakeholders understand the equality impact?			
	The policy update and this EQIA will be shared with the board and staff team and be ratified at a board meeting. The policy will be publicly available on our website for relevant stakeholders.			

9	Have you a plan in place to review your actions? Please provide a summary. Will plan require sign off and from where.
	This policy and EQIA will be reviewed annually it will only require sign off if any changes are made.

Date of EQIA 22nd August 2022 ratified by board 23rd August 2022