

EQUALITY IMPACT ASSESSMENT

2023 TEMPLATE

Service Area: Adults and Children's Social Care		Contact Officer: Nikki Hart		Completed by: Anna Davies		Date: 15/03/2024	
Title: (Plan/Project/Policy etc.)		Adult and Children's Social Worker Supervision Policy					
Brief Description:		This is an update of the previous supervision policy which provides guidance for supervisee's and supervisors in relation to completing supervision and the subsequent timeframes.					
Use the columns below to give details, with evidence, of the impact of the policy/plan/project on each of the protected characteristics in relation to the general duty:-							
<ol style="list-style-type: none"> 1. Eliminate discrimination, harassment, and victimisation; 2. Advancing equality of opportunity between people who share protected characteristics and those who don't share it; and, 3. Foster good relations between people who share a protected characteristic and those who don't. 							
Does the proposal have a direct impact on people?				Yes			
If yes, please complete the grid below. If no, consider whether or not an Equality Impact Assessment is necessary - if not, state why not and exit the process.							
Have you conducted a consultation?		Yes (if yes, please attach evidence or include link)					
Consultation completed with Service Managers/Heads of Service across Children's and Adults Social Care.							
Who did you consult with?			How and when did you consult?			What was the feedback?	
	Is there any potential positive impact?	Is there any potential negative impact?	What evidence do you have? (e.g. complaints, statistics, surveys etc disaggregated	What action will you take to mitigate negative impact? Please state if negative impact is intended due to positive action.	How will you monitor and review the actions that you have taken to mitigate the impact?		

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			by equality groups.)		
Age	Yes – the supervision policy covers all staff, there are no age related barriers.	No	N/A	All council staff receive regular equality and diversity training.	Evaluation and analysis of feedback regarding new processes and any potential impact.
Carer Status	Yes – the policy is open to all staff	Yes – staff with caring responsibilities may not be able to complete supervision at certain times.	N/A	Managers/supervisors need to ensure all staff have access to regular supervision in line with their working patterns.	
Care Experience	Yes – supervision is available to all staff.	No	N/A		
Disability	Yes – supervision is available to all staff.	Yes – the document/ documentation may not be accessible for all types of disability. This will need to be supported on an individual basis.	6.4% of all staff in ASC/CSC have declared a disability.	Managers will ensure that the policy is given to staff in a way that they are able to access it. Reasonable adjustments may be made, ensuring the venue, time and documentation is accessible and signers/readers /PA's are available. Managers will ensure support will be available with the completion of supervision documents/uploading as and when required.	
Gender Identity	Yes – supervision is available to all staff.	No			

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Offending Past	Yes – supervision is available to all staff.	No			
Sex	Yes – supervision is available to all staff.	No– staff with caring responsibilities may not be able to attend supervision at certain times e.g. at school drop off/pick up. Staff to inform supervisors regarding availability. Supervision will be re-arranged to accommodate.	79% of all staff in CSC/ASC are female. There is no Gender Pay Gap in ASC/CSC (Data from March 2020) Women do the majority of unpaid care	Supervision can be arranged to accommodate caring responsibilities.	
Sexual Orientation	Yes – supervision is available to all staff.	No			
Race (including Roma and Travellers)	Yes – supervision is available to all staff.	No	2.57% of ASC/CSC staff are from a BAME background.		
Religion, Belief and Non-Belief	Yes – supervision is available to all staff.	No	2.17% of ASC/CSC staff have a religion or Belief that is not Christianity. 20% have no religion.	Supervision can be arranged to a mutually agreed time and date to ensure it does not clash with major celebrations or significant days of worship.	

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Socio-Economic Status and Child Poverty	Yes – supervision is available to all staff.	No			
Armed Forces Personnel, Veterans and their Families	Yes – supervision is available to all staff.	No			