

Due Regard Record

Name of policy or activity: Cabinet Report on establishing new safeguarding staff resources for the Council

What this record is for: By law the Council must, in the course of its service delivery and decision making, think about and see if it can eliminate unlawful discrimination, advance equality of opportunity, and foster good relations. This active consideration is known as, ‘paying due regard’, and it must be recorded as evidence. We pay due regard by undertaking equality analysis and using what we learn through this analysis in our service delivery and decision making. The purpose of this form is as a log of evidence of due regard.

When do I use this record? Every time you complete equality analysis on a policy or activity this record must be updated. Due regard must be paid, and therefore equality analysis undertaken, at ‘formative stages’ of policies and activities including proposed changes to or withdrawal of services. This record must be included as an appendix to any report to decision making bodies. Agenda Planning Groups will not accept any report which does not include evidence of due regard being paid via completion of an Equality Analysis Report.

How do I use this record: When you next undertake equality analysis open a Due Regard Record. Use it to record a summary of your analysis, including the reason for the analysis, the evidence considered, what the evidence told you about the protected groups, and the key findings from the analysis. This will be key information from Steps 1-7 of the Equality Analysis process set out in the Toolkit, and your Equality Analysis Report. This Due Regard Record is Step 8 of that process.

Date / Name	Summary of equality analysis
2 nd December 2013. Cabinet report requesting growth item for appointment of Safeguarding Officer and Admin Assistant.	<p>This report will impact on both the public and employees</p> <p>The report refers to establishing dedicated staffing resources, to improve the Council’s ability to safeguard children, young people and vulnerable adults (with or without Mental Capacity issues) from harm. It will assist the Council in meeting it’s legal duties under Section 11 and 47 of the Children’s Act 2004. It contains improved equality of opportunity for the above groups of people, due to the significance of promoting welfare and safeguarding people from harm.</p> <p>It also aims to offer improved protection of people from Domestic Abuse, ‘Honour’ Based Abuse, Forced Marriage and Female Genital Mutilation.</p> <p>If Cabinet agree the contents of this report there will be a positive impact on equality.</p>