

Text highlighted in blue must not be changed

### EQUALITY IMPACT ASSESSMENT

The Equality Impact Assessment Standard Operating Procedure/Guidance **must** be used when completing this form:  
[http://intranet.aware.mps/Corporate/Policy/Territorial\\_Policing/SOP/Equality\\_Impact\\_Assessment\\_SOPs.htm](http://intranet.aware.mps/Corporate/Policy/Territorial_Policing/SOP/Equality_Impact_Assessment_SOPs.htm)

|                            |                                |                     |          |                 |   |
|----------------------------|--------------------------------|---------------------|----------|-----------------|---|
| <b>Protective Marking:</b> | Not Protectively Marked        | <b>Publication</b>  | Yes      |                 |   |
| <b>Title:</b>              | Multi Agency Safeguarding Hubs |                     |          |                 |   |
| <b>Branch / OCU:</b>       | Territorial Policing           |                     |          |                 |   |
| <b>Date Created</b>        | 12/04/11                       | <b>Review Date:</b> | 11/04/12 | <b>Version:</b> | 1 |
| <b>Author:</b>             | Inspector Nick Collins         |                     |          |                 |   |

|  |                       |                   |
|--|-----------------------|-------------------|
| <b>Person completing EIA:</b> Inspector Nick Collins |                       |                   |
| <b>Signed:</b> _____                                 | <b>Date:</b> 12/04/11 |                   |
| <b>Person supervising EIA:</b>                       |                       |                   |
| <b>Signed:</b> _____                                 | <b>Date:</b> _____    |                   |
| <b>Quality Assurance approval:</b>                   |                       |                   |
| <b>Name:</b> _____                                   | <b>Unit</b> _____     | <b>Date</b> _____ |

|  |                              |                             |
|--|------------------------------|-----------------------------|
| <b>Decision Making</b>   |                              |                             |
| Decision Maker:  |                              |                             |
| <b>Name:</b> _____   | <b>Rank or Grade:</b> _____  |                             |
| What is the decision?  |                              |                             |
| Reject the proposal  | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Implement the proposal   | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| Produce an alternate proposal (if so, a new impact assessment must be completed) | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| <b>SMT / (B)OCU/Management Board endorsing decision</b>                          |                              |                             |
| <b>Name:</b> _____   | <b>Rank or Grade:</b> _____  |                             |

## **1. Aims and Purpose of Proposal – see step 1 of the guidance**

The proposal is to build a network of Multi Agency Safeguarding Hubs across London. These hubs are designed to securely co-locate staff and the data sets from the statutory agencies involved in safeguarding vulnerable people. There would be scope to involve non-statutory and third sector agencies where appropriate. Each hub would be built on a borough or pan-borough basis, to reflect the local context. The secure environment is designed to encourage partners to share information, within existing legislative frameworks, allowing sight of the full information picture available to the partnership. The hub would assess notifications of vulnerability against that full picture, to better assess risk, to better intervene where necessary, and prevent unnecessary duplication. That full picture remains within the secure environment, unless the agency owning the data agrees to release it. This hub will allow indicators of vulnerability and harm to be identified at an early stage, alongside the causational analysis of emerging problems. Potentially this will allow the partnership to intervene early, in the most effective and appropriate manner, to reduce and prevent harm.

## **2. Examination of Available Information – see step 2 of the guidance**

This proposal concerns the sharing of personal information, within existing legislative frameworks. As such, it is likely to have an impact on external groups. However, this sharing will be conducted in a proportional manner based on the risk to vulnerable people. It is designed to maximise the opportunity of partners to intervene in the most effective and appropriate manner to reduce and prevent harm. As such it is considered that the benefits will outweigh any negative impact. Whilst each borough, or pan-borough, hub will develop to meet their local context and requirements, it is envisaged that they will be run through the local Children's Trust, overseen by the local Safeguarding Children's Board. Each hub will be a secure unit - information that the owning agency does not wish to be released will remain inside. However, this allows a sign posting process, where this information can be explored by practitioners where it is necessary to deliver safeguarding services. A record of the process and decisions made will be maintained within the secure environment, allowing proper audit.

Internally, the proposal will co-locate staff with partners. This will have an impact on those staff, most likely within a partners building. There are not envisaged to be an impact on staff selection. However, the development of each hub will need to consider suitable space and infrastructure, and the impact on flexible working and carers.

Several initiatives on this theme have been tried in London, notably in Haringey and Hackney. Data from these initiatives, particularly Hackney, indicates that this proposal will have a positive impact on reducing vulnerability and harm. The proposed MASH model goes further than these initiatives, and is running in other parts of the country. As such, this proposal has yet to be piloted in London, and there is no qualitative or quantitative data available, other than existing volumes of vulnerable notifications, and the interventions made by partners at borough level. These will form the basis of each evaluation process in building each hub.

Given the scale and scope of this proposal, the impact of these hubs can only be considered at this local level where groups can be best identified and considered. Each borough or pan-borough development will create their own assessment based on their local context.

**3. Screening Process for relevance to Diversity and Equality issues – see step 3 of guidance**

|   |  |     |                                     |    |                          |
|---|--|-----|-------------------------------------|----|--------------------------|
| Does this proposal have any relevance to: |  |     |                                     |    |                          |
| a)  | Age  | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |
| b)  | Disability                                       | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |
| c)  | Gender   | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |
| d)  | Gender Reassignment                              | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |
| e)  | Marriage and Civil Partnership (employment only) | Yes | <input type="checkbox"/>            | No | <input type="checkbox"/> |
| f)  | Pregnancy and Maternity                          | Yes | <input type="checkbox"/>            | No | <input type="checkbox"/> |
| g)  | Race   | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |
| h)  | Religion or Belief                               | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |
| i)  | Sexual Orientation                               | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |
| j)  | Other Issues                                     | Yes | <input type="checkbox"/>            | No | <input type="checkbox"/> |

**4. From the answers supplied, you must decide if the proposal impacts upon diversity or equality issues. If yes, a full impact assessment is required.**

|                                  |     |                                     |    |                          |
|----------------------------------|-----|-------------------------------------|----|--------------------------|
| Full Impact Assessment Required? | Yes | <input checked="" type="checkbox"/> | No | <input type="checkbox"/> |
|----------------------------------|-----|-------------------------------------|----|--------------------------|

**5. Consultation / Involvement – see step 5 of the guidance**

**Who was consulted?**  
 Internal consultation will be conducted through the project board within TP Development. Externally, each borough will consult at the local level as part of their assessment process. As this is a collaborative project it is expected that this will be done on a partnership basis.

**Date and method of consultation**  
 The project team will implement an internal consultation schedule aligned to the overall project plan, once it has been approved. Externally each borough will implement their own schedule based on their individual plan and context.

**Where are the consultation records stored?**  
 Internal consultation will be stored by the project team. External consultation will be stored by the boroughs.

**Give a brief summary of the results of the consultation / involvement? How have these affected the proposal?**

**6. Full Impact Assessment – see step 6 of the guidance**

Explain the potential impact (whether intended or unintended, positive or negative) of the proposal on individuals or groups on account of:

**Age**

Externally this project aims to share personal information to assess risk. There is potential impact, which will need to be measured in a local assessment. Internally, the project aims to co-locate staff with partners, most likely within a partners building. There are no impacts identified regarding selection of staff.

|   |
|---|
| <b>Disability</b>   |
| Externally this project aims to share personal information to assess risk. There is potential impact, which will need to be measured in a local assessment. Internally, the project aims to co-locate staff with partners, most likely within a partners building. Certain visible disabilities may affect access to buildings and non-visible disabilities may affect access to IT. Consideration will be given in the local assessment to building and IT access. As MASH will be sited in a partnership building, existing provision will mitigate any impact. |
| <b>Gender</b>   |
| Externally this project aims to share personal information to assess risk. There is potential impact, which will need to be measured in a local assessment. Internally, the project aims to co-locate staff with partners, most likely within a partners building. Possible impact on staff who are carers or have flexible working arrangements. HR advice will be supplied to each borough to assist them in this assessment and creating suitable processes to mitigate any impact on staff.   |
| <b>Gender Reassignment</b>  |
| Externally this project aims to share personal information to assess risk. There is potential impact, which will need to be measured in a local assessment. Internally, the project aims to co-locate staff with partners, most likely within a partners building. There are no impacts identified regarding selection of staff.  |
| <b>Marriage and Civil Partnership (employment only)</b>   |
|   |
| <b>Pregnancy and Maternity</b>  |
| Externally this project aims to share personal information to assess risk. There is potential impact, which will need to be measured in a local assessment. Internally, the project aims to co-locate staff with partners, most likely within a partners building. Possible impact for relocated staff regarding availability of locations for quiet/private space. Consideration will be given in the local assessment to ensuring that a suitable space is identified and accessible.   |
| <b>Race</b>   |
| Externally this project aims to share personal information to assess risk. There is potential impact, which will need to be measured in a local assessment. Internally, the project aims to co-locate staff with partners, most likely within a partners building. There are no impacts identified regarding selection of staff.  |
| <b>Religion and Belief</b>  |
| Externally this project aims to share personal information to assess risk. There is potential impact, which will need to be measured in a local assessment. Internally, the project aims to co-locate staff with partners, most likely within a partners building. Possible impact for relocated staff regarding availability of locations for devotions. Consideration will be given in the local assessment to ensuring that a suitable space is identified and accessible.   |
| <b>Sexual Orientation</b>   |
| Externally this project aims to share personal information to assess risk. There is potential impact, which will need to be measured in a local assessment. Internally, the project aims to co-locate staff with partners, most likely within a partners building. There are no impacts identified regarding selection of staff.  |
| <b>Other Issues</b>   |
| Externally this project aims to share personal information to assess risk. There is potential impact, which will need to be measured in a local assessment. Internally, the project aims to co-locate staff with partners, most likely within a partners building. There is potential impact, which will need to be measured in a local assessment. HR advice will be supplied to each borough to assist them in this assessment and creating suitable processes to mitigate any impact on staff.   |

|  |
|--|
| <b>7. Monitoring – see step 7 of the guidance</b>  |
| <b>a) How will the implementation of the proposal be monitored and by whom?</b>  |
| Each borough will be responsible for compiling and monitoring a local assessment. The MPS project team will compile the relevant EIA from each borough. Internally this assessment will be monitored monthly by the MASH Project Board overseen by TP Development Programme Board. |

**b) How will the results of monitoring be used to develop this proposal and its practices?**

This project will progress in a phased approach. This gives the opportunity for action learning, allowing lessons from this assessment and the wider project to be disseminated and incorporated into the implementation plans for other boroughs.

**c) What is the timetable for monitoring, with dates?**

This project has yet to be implemented. Internally, the assessment will be monitored monthly at Project Board. It is expected that boroughs follow a similar regime, aligned to their local project working group schedule.

**8. Public Availability of reports / result – see step 8 of guidance**

**What are the arrangements of publishing, where and by whom?**

As this is a collaborative project, it is expected that reports will be published on a local basis and available through existing partnership mechanisms at borough level. Internally, the MPS will publish these reports through the internal intranet.