



**WATFORD
BOROUGH
COUNCIL**

Equality Impact Analysis

Title of policy, function or service	Joint Safeguarding Policy
Lead officer	Justine Hoy
Person completing the EIA	Wendy Rollings
Type of policy, function or service:	Existing (reviewed) <input type="checkbox"/> New/Proposed <input type="checkbox"/> Yes
Version & Date	V1. 13.5.21

1. Background

The Joint Safeguarding Policy is an update of previous policies to reflect emerging threats but there is not a significant difference in approach or legal duties.

2. Focus of the Equality Impact Analysis

This EIA, therefore, considers the potential equality related impacts, both positive and negative of the Policy on the people in the groups or with the characteristics protected in the Equalities Act 2010.

These are:

1. Age
2. Disability
3. Gender Reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex (gender)
8. Sexual Orientation
9. Marriage and Civil Partnership.

3. Engagement and consultation

Consultation on the amendments to the Policy was undertaken in initial preparation of this review in 2019. Our legal team have been consulted again to approve the final policy in 2021.

This included:

- Circulation with affected Heads of Service at Watford Borough Council, HR and Legal.
- Other external agencies consulted included; The Women's Centre, Hertfordshire Safeguarding Adults Board and the Hertfordshire Children's Safeguarding Board.

This was followed up by individual meetings as required.

All responses to this consultation were considered in developing the policy.

4. What we know about the Watford population

4.1. Ethnicity

Watford has a very diverse population, more so than the rest of Hertfordshire; it is one of the strengths of our town and what makes us such a vibrant and diverse place. For Watford, the Census 2011 shows the following main breakdown in terms of ethnicity: White British (61.9%), White other (7.7%), Pakistani (6.7%), British Indian (5.5%), British other Asian (4.4%) and African (3.5%), White Irish (2.3%) and Caribbean (1.7%). In 2016, the ONS published population estimates by ethnicity. This did not report ethnicities to the level of granularity that the Census reported ethnicity. The estimates for 2016 were: White British (59% - 57,000 residents), Asian / Asian British (19% - 19,000 residents), All Other White (12% - 12,000 residents), Black / African /

Caribbean / Black British (4% - 4,000 residents), Mixed / Multiple Ethnic Group (4% - 4,000 residents) and Other Ethnic Group (1% - 1,000 residents).

National insurance registration: Census information is now nearly 10 years old and it is likely that the ethnic profile of the borough has changed during this time. For example, it would not have captured the more recent EU arrivals to the borough (EU2 countries – Romania and Bulgaria, who were given residency rights in 2014). We know from other data such as National Insurance Registration that Watford has experienced a relatively high increase in nationals from the EU2 countries applying for National Insurance registrations as Watford residents. This follows a period of a high number from EU8 countries (including Poland, Latvia, Lithuania) who were given freedom of movement to the UK from 2004. Throughout the period the arrival of new residents from south Asia (e.g. Pakistan / India) has remained relatively constant.

The National Insurance Registrations for January – March 2020 shows there were 2,194 registrations in Watford, of which 640 were from Romania and Bulgaria, 527 from South Asia and 395 from Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden. 148 came from sub Saharan Africa and 30 from North Africa.

Language spoken at home: Other data sources, including school language survey on the languages spoken by Watford school children at home, endorse the National Insurance findings that Watford remains a town with a diverse community with English still the predominant language (at around 60%) followed by (in order of self-selection by Watford families): Urdu, Polish, Tamil, Romanian, Gujarati, Punjabi, Gujarati and Hindi.

The most selected African language spoken is Arabic (113 families – although not spoken exclusively in Africa) and Akan/Twi-Fante (78 families). The full breakdown for 2018 is at Appendix C. Births and origin of parents: In 2018, nearly 60% (59.6%) of children born to Watford based parents, had one or both parents born outside of the UK, with 42% having both parents born outside of the UK. 52% of new mothers in Watford were born outside of the UK (1397 births in total, with 667 to mothers born in the UK and 730 born outside of the UK. Of these 257 mothers were born in the ‘new’ EU countries – those that had joined since 2004) and 252 in the Middle East and Asia. 88 mothers were born in Africa. EU Settlement Scheme (EUSS) quarterly statistics (28 August 2018 to 31 March 2020) – experimental data: In May 2020, the Government issued data on the number of applications made to the EUSS from 28 August 2018 to 31 March 2020, and applications concluded during the same time period. This shows that up to March 2020, 11,630 people in Watford had applied for EUSS. Of these the following were the highest number of nationalities who had applied: Romanian (3,530), Polish (1,810), Portuguese (1,020) and Bulgarian (580). The full analysis is at Appendix D. Age: The largest populations by age band in Watford are:

1. 35-39 years (8,537)
2. 30-34 years (7,921)
3. 40 -44 years (7,458)
4. 5 -9 years (7,027)

Compared with other districts in Hertfordshire, Watford has fewer 65+ year old residents. The age profile of the borough is more comparable with cities who have younger age profiles and where younger people are attracted by lifestyle opportunities, affordable housing and good transport links. Median age: the median age in Watford is 37 years. This compares to 40 for England (mid-year 2019 population estimates)

4.2. Disability / Health

Around 85% of the population of Watford state that they have 'good health' and just under 14% record a disability. We do not have details as to what these disabilities are but they will include a wide range of physical and mental health disabilities or impairment (Census 2011). The 2019 NHS Health Profile's summary conclusion is that the health of people in Watford is 'varied' compared with the England average.

4.3. Understanding safeguarding issues

Safeguarding covers a range of issues and impacts on the individual or groups of individuals.

Below are some of the areas considered as safeguarding issues with national data to outline the known impact. This data is not presented at the Watford level as figures are not currently available.

- **Domestic Abuse**

Subject to a separate Policy and EIA

- **Child Sexual Exploitation (CSE)**

Child sexual exploitation can occur in all communities and amongst all social groups and can affect girls and boys. However boys are less likely to report sexual abuse because of the stigma attached to it. Research has shown that children aged 13-15 are most at risk of being victims of CSE.¹

Recommendation

Awareness training should include that boys can be victims of CSE.

Age of children when first reported

¹ <https://cms.barnardos.org.uk/sites/default/files/2020-10/CSE%20research%20report%20-%20Sexual%20exploitation%20of%20children%20involved%20in%20the%20Children%E2%80%99s%20Hearings%20System%E2%80%99%20-%20October%202020.pdf>

Age when CSE first reported	Number of children	%
11 years	<5	<5%
12 years	<5	<5%
13 years	7	16%
14 years	12	27%
15 years	14	32%
16 years	<5	9%
17 years	<5	9%
Total children	44	

- **Female Genital Mutilation (FGM)**

Female genital mutilation is a procedure where the female genitals are deliberately cut, injured or changed, but there's no medical reason for this to be done.

FGM only affects women usually aged between infancy and adolescence and is carried out for a number of cultural, religious and social reasons. FGM is most commonly practiced in Africa and children are at a higher risk if it's already happened to their mother, sister or another member of their family.

Individual women and girls who have be subjected to FGM: by Country of Birth, England, April 2019-20²

Commissioning Region ³	Country of birth ²										Total
	Not recorded ⁴	Not stated or unknown ⁵	Eastern Africa	Northern Africa	Western Africa	Rest of Africa ⁷	United Kingdom	Western Asia	Rest of Asia ⁶	Rest of the world ⁸	
East of England	25	10	15	10	55	5	25	10	5	5	160
London	850	515	990	95	225	5	40	65	15	20	2,820
Midlands	315	60	335	185	150	5	55	85	10	15	1,220
North East and Yorkshire	35	210	120	100	125	5	45	70	10	5	725
North West of England	60	180	285	155	155	5	15	50	15	5	920
South East of England	25	50	55	15	70	0	20	5	5	5	245
South West of England	315	40	40	20	10	5	5	5	5	0	430
Total	1,630	1,070	1,870	585	805	20	205	300	60	50	6,590

Values 1-7 are rounded to 5 - all other values are rounded to the nearest 5.

Source: NHS Digital

- **Forced Marriage**

A forced marriage is one in which one or both spouses do not (or, in the case of some adults with learning or physical disabilities or mental incapacity, cannot) consent to the marriage, and violence, threats, or any other form of coercion is involved. The Forced Marriage Unit (FMU) dealt with 1,355 reports of forced marriage.

Of the cases that FMU provided support to in 2019:

- 363 cases (27%) involved victims below 18 years of age.
- 485 cases (36%) involved victims aged 18-25.
- 137 cases (10%) involved victims with a learning disability.
- 1,080 cases (80%) involved female victims, and 262 cases (19%) involved male victims.
- Gender in the remaining 13 cases was unknown.

The seven 'focus countries' with the highest number of cases in 2019 were:

² <https://files.digital.nhs.uk/0B/7A41CB/Female%20Genital%20Mutilation%20%28FGM%29%20-%20April%202019%20to%20March%202020%20-%20Report.pdf>

- Pakistan -559 cases (41%)
- Bangladesh - 144 cases (11%)
- India - 65 cases (5%)
- Afghanistan - 54 cases (4%)
- Somalia 2 - 31 cases (2%)
- Iraq - 23 cases (2%)
- Romania - 22 cases (2%)

Forced marriages are most common in the under 25s.

Number of cases the Forced Marriage Unit gave advice or support by age 2019³

Age	Numbers	Percentages
15 and under	205	15%
16-17	158	12%
18-21	298	22%
22-25	187	14%
26-30	138	10%
31-40	101	7%
41+	56	4%
Unknown	212	16%
Total	1,355	

Source: Forced Marriage Unit; Home Office and Foreign and Commonwealth Office

Recommendation

Any awareness training should include that boys can be victims of a forced marriage

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- **Honour Based Abuse (HBA)**

HBA is a broad umbrella term used to describe a combination of practices used principally to control and punish the behaviour of a member of a family or social group, in order to protect perceived cultural and religious beliefs in the name of 'honour'.

Proportion of offences involving so called ‘honour based’ abuse recorded by the Police, by offence category, England and Wales, 2019/20, 30 forces

Offence category	Percentage
Assault without injury	28
Assault with injury	17
Threats to kill	10
Kidnapping	10
Malicious Communications	7
Rape of a female aged 16 and over	6
Harassment	5
Stalking	2
Cruelty to children/young persons	2
Public fear, alarm or distress	1

Honour based abuse is most prevalent in cultures originating from South Asia, Africa and the Middle East with the highest victim group being Asian females. At its most extreme honour based abuse can result in a murder. In the UK, it is believed that there are 10 to 15 ‘honour based’ murders a year. However, the true figure could be much higher when considering that some may be commissioned or planned in the UK, but the act is committed abroad.

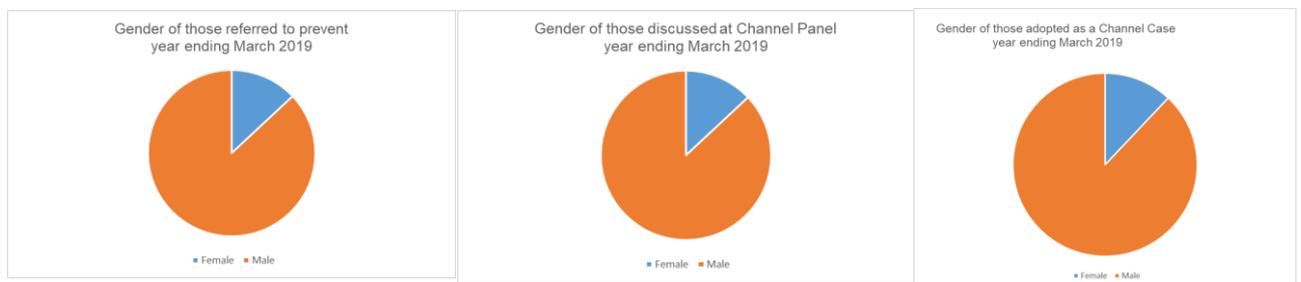
Women and girls are most often the victims of HBA, however men can also be victims, but they are less likely to report this abuse.

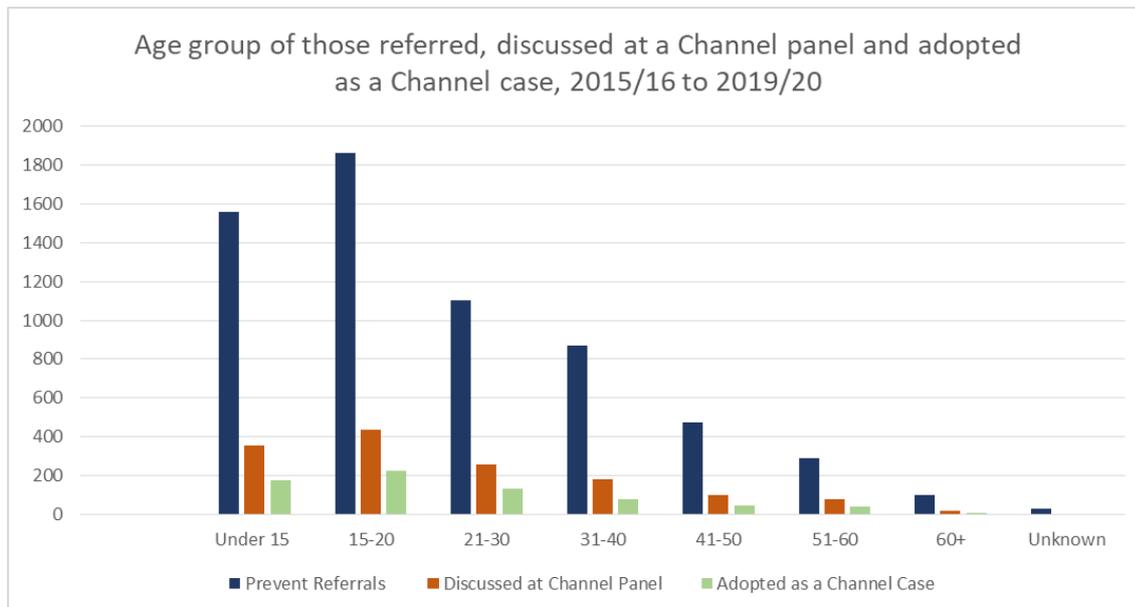
- **Radicalisation and Violent Extremism.**

The Counter Terrorism and Security Act 2015 requires Local Authorities to ensure that frontline staff should understand the Prevent Strategy and are able to recognise vulnerability to radicalisation.

If it is considered that somebody is vulnerable to radicalisation they make the referral to Prevent which may be discussed at the channel panel and adopted as a case if necessary.

The data shows that males are overwhelmingly more likely to be referred, discussed and adopted as a channel case





5. How will the council ensure equality is promoted through the Domestic Abuse Policy and the Joint Safeguarding Policy Service Delivery

Under the Equality Act 2010, three areas need to be considered when analysing the equality impact of the policy:

1. **eliminate** discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it
3. **foster** good relations between people who share a relevant protected characteristic and people who do not

A. Positive impacts

The policy makes clear that safeguarding services will be accessible to everyone in the community, with no barriers that could prevent anyone who needs accessing services. This means that those with protected characteristics will have equal opportunity along with those who do not.

This policy will have a positive impact on all the protected characteristics and, particularly, where evidence shows that there are protected characteristics more impacted by safeguarding related issues as detailed in national evidence.

Recommended

To understand the impact of the policy, it is recommended, where possible to collect data and information on safeguarding cases at the Watford level.

Any Watford data would support the implementation of the policy and the council's duties under the Equality Act 2010.

B. Negative impacts

The policy has the potential to have negative impacts if the recommendations to ensure any barriers to those with protected characteristics are not addressed. These

are highlighted in this EIA as is the need to collect data and information at the local level to build a better understanding of the impact on the Watford community. Whilst the national data provides context for safeguarding, the local context will add to this, ensuring barriers are identified and, where appropriate, managed. It will also ensure that we can be confident that where safeguarding issues impact on a given protected characteristic that this is supported by evidence and appropriate steps are taken to protect the most vulnerable in our community.

Summary of potential positive impacts and ways in which they can be ensured

Positive Impact	Protected characteristics	Ways to ensure the positive impact
This policy will have a positive impact on all protected strands.	All protected characteristics	<p>By applying the policy consistently and ensuring that help and support is available and is widely available to anyone</p> <p>Ensure that officers receive training which will include that boys and men can be victims of abuses traditionally associated with girls and women.</p>

Summary of potential negative impacts and ways in which they can be removed or mitigated

Negative Impact	Protected characteristics	Ways to mitigate the negative impact
Most safeguarding issues are criminal offences, for example where it involves FGM and honour based killings. These practices are more associated with some ethnic groups, religions and beliefs. It is likely, therefore, that investigations, reports and potentially criminal convictions will have a higher impact on some protected characteristics.	<ul style="list-style-type: none"> • Race • Religion or belief • Sex (gender) 	Watford Borough Council works with the County Council and Police, as the leads in this area, to promote education and awareness within our community and to support initiatives designed to reduce the likelihood of offences and to safeguard our community.

This EIA has been approved by:

..... **Date**