

**Equality Impact Assessment Tool: Policy, Strategy and Plans**  
**(Please follow the EQIA guidance in completing this form)**

**1. Name of Strategy, Policy or Plan**

Policy and Practice Guidance on Sexual Health and Relationships For Staff working with Children and Young People that are Looked After in West Dunbartonshire

Please tick box to indicate if this is: **Current Policy, Strategy or Plan** ☒

**New Policy, Strategy or Plan** ☐

**2. Brief Description – Purpose of the policy; Changes and outcomes; services or activities affected**

This document has been developed with a view to it providing a basis for enhancing the practice of those working most closely with looked after children, to enable them to meet the very significant needs that looked after children and young people present with in relation to sexual health and relationships.

**3 Lead Reviewer**

Jacqui McGinn, Interim Health Improvement & Inequalities Manager.

**4. Please list all participants in carrying out this EQIA:**

LAAC Nurse  
 Health Development Officer  
 Reduce Abuse Project Co-ordinator  
 Health Improvement Senior  
 Health Improvement Lead

**5. Impact Assessment**

<b>A Does the policy explicitly promote equality of opportunity and anti-discrimination and refer to legislative and policy drivers in relation to Equality</b>		
<p>The policy describes the legal framework specifically the Equality Act 2010 but does not list the legally protected characteristics this brings to equality groups.</p> <p>The policy has a designated section on anti-discriminatory practice including good practice guidance.</p> <p>The policy sets out relevant policies drivers and refers to these throughout document.</p>		
<b>B What is known about the issues for different equalities groups in relation to the services or activities affected by the policy?</b>		
		<b>Source</b>
<b>Gender</b>	<p>It is known that 1 in 11,500 of the population are transgender, however there is little known regarding transgender and children and young people who are looked after and accommodated.</p> <p>There may be difficulties with accessing support due to the corporate parenting role.</p> <p>It is known that there may be different gender needs tailored to age and stage of development e.g. adolescence, puberty, menstruation.</p> <p>It is known that societal views exist in terms of gender e.g. power and control, sexual bullying, parenting.</p>	<p>Respect and Responsibility (2005)</p> <p>Violence Against Women Strategy</p> <p>'Vulnerable Children and Young People: Sexual</p>

	It is known that young LAAC women may be vulnerable to grooming and sexual exploitation.	Exploitation through Prostitution' Scottish Government guidelines on working with vulnerable children. (2003) 'Secure Accommodation for Sexually Exploited Young People in Scotland' Barnardos (2005)
<b>Ethnicity</b>	It is known that there are different cultural practices such as Female Genital Mutilation (FGM). It is known that there is different cultural expectations on behaviour in terms of expectations of male and female e.g. minority ethnic communities.	Respect and Responsibility (2005)
<b>Disability</b>	It is known that young people with a disability may be at greater risk of poor sexual health outcomes.	The Sexual Health Needs of Young People with Learning Disabilities NHS Health Scotland (2007)
<b>Sexual Orientation</b>	It is known that LAAC young people may experience greater emotional distress and therefore require comprehensive support particularly in terms of young people who are LGB	Caring about Health; Improving the health of Looked After and Accommodated

		Children in Scotland (2009)	
<b>Religion and Belief</b>	It is known that different expectations exist regarding sexual health and relationships in terms of faith. It is known that there can be differences in religion between LAAC children/young people, and their carers (at home) and residential staff.	Respect and Responsibility Information collated from 2 Consultation events held in West Dunbartonshire with children & young people on LAAC Sexual Health and Relationship Guidance	
<b>Age</b>	It is known that there are different learning needs for each stage of children and young people's development which the policy aims to meet	Respect and Responsibility (2005) McCabe Report	
<b>Social and Economic Status</b>	It is known that children and young people from more deprived areas often experience poorer sexual health outcomes. It is known that children and young people who are Looked After and Accommodated also experience poorer sexual health outcomes Additional marginalisation may exist for some groups of children and young people who are Looked after or accommodated e.g. literacy issues due to gaps in education, reduced school attendance.	ISD Teenage Pregnancy Rates. LAAC Report	
<b>C Do you expect the policy to have any positive impact on equalities or on different equalities groups?</b>			
	<b>Highly Likely</b>	<b>Probable</b>	<b>Possible</b>
<b>General</b>	This policy is the first of its kind in		

	West Dunbartonshire and policy implementation will be underpinned by a programme of training		
<b>Gender</b>	<p>The policy will impact on gender due to detail on gender-based violence and gender specific best practice in terms of individual needs.</p> <p>The policy recommends working with children and young people in a gender sensitive manner including best practice guidance for staff and carers on transgender issues and individual needs</p>		
<b>Ethnicity</b>		The new policy sets out recommendations and best practice for staff and carers	
<b>Disability</b>		The policy sets out best practice and the legal framework that aims to meet the needs of Looked after and accommodated children and young people particularly those with disabilities	
<b>Sexual Orientation</b>	The policy sets out best practice on guidance and support for LAAC young people who are LGB.		

<b>Religion and Belief</b>		The policy highlights differences in religion and beliefs and sets out good practice.	
<b>Age</b>	The policy threads throughout the different needs for each stage of development for LAAC children and young people. The policy aims to meet these needs.		
<b>Social and Economic Status</b>		The policy may have an impact on the existing health inequalities evident within West Dunbartonshire LAAC population. The policy implementation will be underpinned by a structured training programme targeted at staff and carers. The policy and training will raise awareness of local services that may meet needs of children and young people who are looked after in West Dunbartonshire.	
<b>D Do you expect the policy to have any negative impact on equalities or on different equalities groups?</b>			

	Highly Likely	Probable	Possible
<b>General</b>			The policy is unlikely to have a negative impact.
<b>Gender</b>			The policy is unlikely to have a negative impact.
<b>Ethnicity</b>			Due to the small numbers of Minority Ethnic population in West Dunbartonshire there is a need to target more effectively to ensure policy adherence.
<b>Disability</b>			The policy is unlikely to have a negative impact.
<b>Sexual Orientation</b>			The policy is unlikely to have a negative impact.
<b>Religion and Belief</b>			The policy is unlikely to have a negative impact. There is a need to 'separate out' crossover between Ethnicity and Religion.
<b>Age</b>			The policy is unlikely to have a negative impact.
<b>Social and Economic</b>			The policy is unlikely to have a negative impact.

<b>Status</b>			
<b>E Actions to be taken</b>			
			<b>Responsibility and Timescale</b>
<b>E1 Changes to policy</b>	The policy requires to explicitly list the legally protected characteristics from the Equality Act 2010. Consideration needs to be given to the comments and feedback following consultation process with appropriate changes/additions made.		<b>RSHPE sub-group - August 2011</b>
<b>E2 action to compensate for identified negative impact</b>	There is a need to separate out crossover between Ethnicity and Religion. Due to small numbers of Minority Ethnic population in West Dunbartonshire there is a need to target more effectively to ensure policy adherence. Consideration of how to audit this will be made by the WD Sexual Health Strategy Group.		<b>WD Sexual Health Strategy Group – Autumn 2011</b>
<b>E3 Further monitoring – potential positive or negative impact</b>	Consideration needs to be given to evaluation methods (consultation etc) given small LAAC population.		<b>WD Sexual Health Strategy Group – Spring 2012</b>
<b>E4 Further information required</b>			



**6. Review: Review date for policy / strategy / plan and any planned EQIA of services**

August 2012

**Lead Reviewer:** Name: Jacqui McGinn  
**Sign Off:** Job Title Health Improvement & Inequalities Manager  
Signature  
Date: 1<sup>st</sup> August 2011

Please email copy of the completed EQIA form to [CITadmin@ggc.scot.nhs.uk](mailto:CITadmin@ggc.scot.nhs.uk)

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