



Equality Impact Assessment (EIA)

Activity being assessed	Revision of Safeguarding Children (Policy review in line with policy review framework)	
Purpose of activity being assessed	Revision of Safeguarding Children (Policy review in line with policy review framework) - To ensure the Safeguarding Children Policy delivers a consistent, effective and legally compliant approach to protecting the welfare of children, embedding a child-centred approach, early intervention and multi-agency working, in line with statutory guidance	
Lead officer	Kelly Smith	
EIA completed by (colleagues involved in completing EIA with lead officer)	Completed by: Kelly Smith, Policy review completed through research and consultation with variety of ops managers, HOSs and Directors, input from safeguarding practice, case reviews and internal learning	Reviewed / amendments suggested by: Sarah Smith, Placeshaping and customer influence manager_
Date EIA completed	May 2026	

Data used in preparing EIA



Data used	Insight obtained and associated considerations
Service users	Children and young people under 18 (including unborn children) who may be at risk of abuse, neglect, exploitation or harm. This includes children within customer households, visitors, and those affected by housing-related circumstances. The policy also considers the impact of parental, household and environmental factors on children, including domestic abuse, neglect, substance misuse, mental health, exploitation and unsafe living conditions. It is relevant to internal customer facing teams: Neighbourhoods, Repairs, Customer Resolution, Customer Experience, Grounds and Estates, ASB, Tenancy Sustainment etc. It also applies to any contractor that VIVID instruct on their behalf to complete work.
- Uptake data - Service satisfaction data	The data considered includes - Internal safeguarding case reviews and themes - Feedback from operational colleagues managing safeguarding cases - Learning from formal statutory reviews - Benchmarking against other housing providers and safeguarding best practice - Guidance from safeguarding boards and statutory partners - Multi-agency safeguarding feedback - Insight includes risks arising from housing conditions, household circumstances and community factors impacting children - Due to sensitivity of subject area and risk and age, customers/impacted children are not routinely surveyed
Complaints and compliments about the service	Data and feedback from complaints and compliments was analysed for themes, areas of satisfaction and dissatisfaction. Data/feedback also considered from associated cases i.e. tenancy sustainment cases where safeguarding applies.



Survey of customers/colleagues	Customers - Feedback gathered indirectly through customer stories where adults have been involved with safeguarding responses, case studies and personal case closure reviews/interviews Colleagues – policy draft shared with key colleagues as part of policy development
Focus group	Indirect insight obtained via professional discussions, case reviews and safeguarding practice forums/meetings
Written responses to policy	Feedback provided through internal review and safeguarding partner discussions
Other - please list source	- Local Safeguarding Children Partnership (LSCP) - Local authority safeguarding partnership input including Early Help - Relevant statutory guidance and legislation

Data gaps

Info needed	Notes
Lack of transactional surveys and feedback Lack of customer resolution data Lack of wider operational staff input	No formal response due to age/risk/sensitivity – this could be perceived as a gap For both transactional surveys/feedback and customer resolution data Could be enhanced through further structured staff engagement and increased training pathways internally

Outline who this activity affects

Affected groups	Yes/No
Children and young people	Yes



Families and Carers	Yes
Residents within wider community	Yes
Involved customers	Yes
Landlord employees / agents VIVID colleagues	Yes
Others – please list	Yes – contractors / key stakeholders
	Household members including children

Potential impact on protected characteristics

Protected Characteristic	Summary of potential impacts	
Age	Positive Impact Policy specifically applies to children and young people under 18, including unborn children, recognising increased vulnerability due to dependency, developmental stage and reliance on adults for care and protection. Promotes early identification and prevention of harm	Negative Impact N/A
	Neutral Impact n/a	
Disability	Positive impact Strong alignment with Equality Act 2010 and Mental Capacity Act 2005 Ensures reasonable adjustments and person-centred approaches	Negative impact Risk of misinterpreting behaviours linked to disability without appropriate understanding, i.e. Children with disabilities may face increased risk due to communication barriers, dependency on carers, and potential misinterpretation of behaviour



	Recognises vulnerability linked to physical and mental health condition and property condition	
	Neutral Impact n/a	
Race	Positive Impact Commitment to fair and non-discriminatory practice	Negative Impact n/a
	Information can be provided in accessible formats and languages	
	Neutral Impact n/a	
	Positive Impact Policy supports culturally sensitive and respectful safeguarding responses	Negative Impact n/a
Religion or Belief	Neutral Impact n/a	
Sex	Positive Impact Ensures equitable treatment and safeguarding response for all genders	Negative Impact N/a



	Neutral Impact n/a	
Sexual orientation	Positive Impact Inclusive safeguarding approach ensuring all individuals are protected equally	Negative Impact n/a
	Neutral Impact n/a	
Gender reassignment	Positive Impact Commitment to non-discriminatory safeguarding practice includes gender identity considerations	Negative Impact n/a
	Neutral Impact n/a	
Marriage or Civil Partnership	Positive impact Policy ensures consideration of wider family relationships	Negative Impact n/a
	Neutral Impact n/a	



Pregnancy and Maternity	Positive Impact Recognises safeguarding risks relating to unborn children where there are concerns about parental capacity, domestic abuse or other vulnerabilities	Negative Impact n/a
	Neutral Impact n/a	



Additional characteristics to consider

Literacy	Positive impact The policy is designed to be accessible through multiple formats to accommodate varying literacy levels. Customers can access the policy via our website, request printed copies, receive it by email, or obtain versions in large print or alternative languages. These measures ensure that individuals with different literacy needs can fully understand and engage with the policy.	Negative impact People may not be aware of these options
	Neutral impact n/a	
Socio economic status	Positive impact n/a	Negative impact n/a
	Neutral impact n/a	

Consultations



Consultation completed (what, when, outcome)	Consultation needed (what, when due)
With customers: None	N/A
With colleagues: Feedback requested to colleagues Policy review undertaken with safeguarding officer	With colleagues:

Mitigating negative impacts

Outline actions being undertaken to mitigate any potential or actual negative impact identified	Disability: Reasonable adjustments for disabilities i.e. Extended response times for tenancy actions or paperwork to account for health limitations Service adjustments for case contact Regular training and refresh cycles for staff
Identify any further action that could be undertaken to mitigate any potential or actual negative impacts	Increasing awareness through customer communications and website Continuing strengthening of safeguarding culture and reporting confidence

Result of EIA

Tick 1	Possible Outcomes
☐	No change needed: there's no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.
☐	Adjust the approach*: EIA has identified problems and the project will be amended to ensure these problems are mitigated. Policy to be created in alternate formats to ensure accessibility



☒	Continue the policy: there's a potential for the policy to adversely impact some groups or help some groups more than others. However, the reasons for this can be well justified and the policy will be implemented without amendments.
☐	Remove the policy: EIA shows that the policy is having a discriminatory effect and should be stopped immediately.

Continual Monitoring

Potential triggers for early review:

Changes in legislation or regulation.

EIA approved by:

Beth Holmyard 14/5/26

Date approved:

Final copy of EIA emailed to Natalie Pearton on: