



**METROPOLITAN
POLICE**

TOTAL POLICING

Freedom of Information Act Publication Scheme	
Protective Marking	Not Protectively Marked
Publication Scheme Y/N	Yes
Title	Investigation of Child Abuse Offences – Equality Impact Assessment
Version	1.0
Summary	Investigation of Child Abuse Offences
(B)OCU or Unit, Directorate	Specialist Crime & Operations
Author	
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EQUALITY IMPACT ASSESSMENT

The Equality Impact Assessment (EIA) Standard Operating Procedure (SOP) must be used when completing this form. Click the link below to view the EIA SOP.

Need some help? If you are unsure of any of the questions, click the 'GUIDANCE' button which provides key information about each step.

You can also contact your Diversity and Citizen Focus Directorate (DCFD) Advisor for guidance and support.

FOIA INFORMATION						GUIDANCE
Protective Marking	Not Protectively Marked		Publication Scheme		Yes	
Title	Investigation of Child Abuse Offences					
Branch / OCU	SC&O17					
Date Created	01/03/2017	Review Date	31/03/2021		Version	1.0
Author	DC Julie-Ann Paddock					

EQUALITY IMPACT ASSESSMENT STEPS 1 TO 7

STEP 1. Aims and purpose of the proposal / policy	GUIDANCE
The purpose of the policy is to provide a review of existing Metropolitan Police Service (MPS) Child Abuse Investigation policy and standard operating procedures (SOP) in order to produce a policy toolkit for implementation across the MPS. The toolkit will provide guidance and minimum standards for the response, recording and investigation of child abuse offences and ensure that it incorporates guidance and recommendations from: Working Together To Safeguard Children London Safeguarding Children Board (LSCB) College of Policing Home Office Her Majesty's Inspectorate of Constabulary (HMIC) Crown Prosecution Service and considers and incorporates ongoing recommendations and changes across the MPS infrastructure. It shall ensure that the following overarching consideration is adhered to: 'The Voice of the Child' Officers and staff should observe, listen to and be alert to the needs of the child and record throughout the investigation, the views of that child, the impact of the issues in the case and keep them appropriately informed throughout.	

STEP 2. Screening process for relevance to diversity and equality issues	GUIDANCE
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Each “protected characteristic” in Section 5 has guidance as to what implications / issues you may need to consider.

Does this proposal / policy have any relevance to:		Internal, relevant to staff / or working practices	External, relevant to service delivery	Not relevant to either
A	Age	☐ Yes	☒ Yes	☐ No
B	Deaf and disabled / Disability	☐ Yes	☒ Yes	☐ No
C	Gender Reassignment	☐ Yes	☒ Yes	☐ No
D	Marriage and Civil Partnership (employment only)	☐ Yes	☐ Yes	☒ No
E	Pregnancy and Maternity	☐ Yes	☒ Yes	☐ No
F	Race	☐ Yes	☒ Yes	☐ No
G	Religion or Belief	☐ Yes	☒ Yes	☐ No
H	Sex	☐ Yes	☒ Yes	☐ No
I	Sexual Orientation	☐ Yes	☒ Yes	☐ No
J	Other Issues	☐ Yes	☒ Yes	☐ No

STEP 3. If you have ticked yes to any protected characteristic box in Step 3, a full impact assessment is required.

GUIDANCE

Full assessment required? (If Yes, a full EIA is required.)

☒ Yes

☐ No

STEP 4. Examination of available information

GUIDANCE

Existing SOP's on Child Abuse Investigation
 Existing Policy on Child Abuse Investigation
 Working Together 2015
 London Child Protection Procedures 2016
 Achieving Best Evidence 2011
 Home Office Guidance
 College of Policing Guidance on Child Abuse Investigation
 Crown Prosecution Service Guidance

Consultation with:
 CAIT DCI's
 CAIT DS's
 CAIT PCLO's
 CAIT Researchers

Existing Metropolitan Police Training Packages

If there is anything you are unsure of in this first section you can visit the Diversity and Citizen Focus Directorate (DCFD) intranet site for further information and advice, or contact one of the DCFD Diversity and Citizen Focus Advisors by clicking below.

STEP 5. Full Impact Assessment Process

STEP 5a. Consultation Log			GUIDANCE
Where are the consultation records stored? (e.g. General Registry, S-Drives etc)			
General Registry Docket GN88/02/925 and Continuous Improvement Team Shared Drive.			
Name of Business Group / Unit, Association, Stakeholder (External)	Why are you approaching / not approaching them?	Date and method of planned consultation	Outcome of consultation
NSPCC	Guidance on material contained in the toolkit	10/02/2016 - drafted toolkit sent by email for review 14/04/16 - final draft consultation.	Minor additions to the Home alone Toolkit. Positive feedback.
DLS - Sara Royan	Guidance on material contained in the toolkit.	10/02/2016 - drafted toolkit sent by email for review 20/04/16 - final draft consultation .	Positive feedback
SOECA DI's/SOECA DS's/SOECA DC's	Guidance on material contained in the toolkit.	10/02/2016 - drafted toolkit sent by email for review. 20/04/16 - final draft consultation	Minor corrections and adjustments. positive feedback.
HQ Performance & Risk - Ray Knight	Guidance on material contained in the toolkit.	10/02/2016 - drafted toolkit sent by email for review. 20/04/16 - final draft consultation	Minor corrections and adjustments. Positive feedback.
HQ Finance - Michael Killoran	Guidance on material contained in the toolkit.	10/02/2016 - drafted toolkit sent by email for review .20/04/16 - final draft	Positive feedback.

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		consultation	
SOECA PCLO's/SOECA Researchers	Guidance on material contained in the toolkit.	10/02/2016 - drafted toolkit sent by email for review	Review of processes and cross CAIT compliance. Minor adjustments. Positive feedback.
Consultant Social Services - Sam Tarling & MET Training	Guidance on material contained in the toolkit.	10/02/2016 - drafted toolkit sent by email for review	No feedback
HQ Strategic Safety & Health - Stephen Yeldham	Guidance on material contained in the toolkit.	10/02/2016 - drafted toolkit sent by email for review 20/04/16 - final draft consultation	Positive response.
SOECA DCIs'	Copy of final toolkit sent for information	20/04/2016 - final draft toolkit sent for information	No return required

STEP 5b. EIA Action Plan

From your consultation activities and available information explain within the appropriate Action Plan template the potential positive and / or negative impact of the proposal / policy, internally on members of your workforce and externally on your communities / service delivery:

Age	GUIDANCE	Race	GUIDANCE
Deaf and disabled / Disability	GUIDANCE	Religion or Belief	GUIDANCE
Gender Reassignment	GUIDANCE	Sex	GUIDANCE
Marriage and Civil Partnership (employment only)	GUIDANCE	Sexual Orientation	GUIDANCE
Pregnancy and Maternity	GUIDANCE	Other Issues	GUIDANCE

STEP 5c. Action Plan Template Workforce Impacts (Internal)				GUIDANCE
Potential positive / negative issues / impacts	Activity	Role Holder	Action By Date	Progress/Timescale/ Monitoring
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STEP 5d. EIA Action Plan Template Service Delivery Impacts (External)				GUIDANCE
Potential positive / negative issues / impacts	Activity	Role Holder	Action By Date	Progress/Timescale/ Monitoring
Age - All children are entitled to received a service according to their needs. Child Abuse investigations encompass all children, including unborn children, up to the age of 18 years as legislated by the Children Act 1989 and 2004. All children are considered vulnerable to emotional, physical and sexual abuse or subject to neglect by another person until they reach adulthood. Offences are governed by legislation which considers differing ages	Implementaion of the CAIT Toolkit	DSU Andy Cox		Ongoing

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for differing offences. Child abuse investigations will also cover offences where the complainant is now an adult yet the offence occurred when they were under 18. There will be a positive continuing impact of the policy.				
Disability - All children are entitled to receive a service according to their needs. Children with disabilities may be more vulnerable to risk of abuse due to the varying degree of dependency on another for levels of care depending on the type and level of disability. Advice and guidance should be sought from Children's Social Care regarding any child who has a recognised or perceived disability. CPS and Achieving Best Evidence Guidance provides a framework to mitigate any disadvantage that a child with disability potentially could face. There will be a positive continuing impact of the policy	Implementation of the CAIT Toolkit	DSU Andy Cox		Ongoing
Gender Reassignment - All children are entitled to receive a service according to their needs. Transgender children may be more at risk of abuse where their gender identity conflicts with cultural, religious, faith or personal interpretations of traditional gender roles. Joint agency working and training highlights the need to provide services to these children and to be aware of the varying issues faced by transgender children. There will be a positive continuing impact of the policy.	Implementaion of the CAIT Toolkit	DSU Andy Cox		Ongoing
Gender - All children are entitled to receive a service according to their needs. All allegations against children are	Implementation of the CAIT Toolkit	DSU Andy Cox		Ongoing

investigated regardless of gender (London Child Protection Procedures 2016) Females report the majority of rape and serious sexual crimes however males are as likely to be complainants of these offences and myth rapes and stereotype training recognises this. FGM is by the nature of the offence performed on females and female children born to women who have undergone FGM and other female children in the extended family must be assessed appropriately for risk. There is cultural pressure on females in communities practicing FGM to enforce the procedure. There will be a positive continuing impact of the policy				
Pregnancy & Maternity - All children are entitled to receive a level of service according to their needs. Unborn children are protected by law. The Abandonment of Babies and SUDI toolkits provide bespoke guidance for dealing with the specific issues faced in these circumstances. Females who have undergone FGM procedures may be likely to experience difficulty and complication during childbirth. There will be a positive continuing impact of the policy	Implementation of the CAIT Toolkit	DSU Andy Cox		Ongoing
Race - All children are entitled to receive a level of service according to their needs. Perceptions and misunderstandings of cultural practices are not a barrier to the full investigation of allegations of child abuse. Necessary support services and complainant requests must be considered where there is some availability to obtain police services of different race, ethnicity, nationality or natural origins to whom the complainant can	Implementation of the CAIT Toolkit	DSU Andy Cox		Ongoing

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communicate to more effectively. There will be a positive continuing impact of the policy				
Religion and Belief - All children are entitled to receive a level of service according to their needs. Religious and cultural belief are not a barrier to the full investigation of allegations of child abuse. Full guidance on dealing with issues relating to Female Genital Mutilation (FGM), Child spirit possession and Witchcraft and abduction are dealt with in the relevant toolkits. There will be a positive continuing impact of the policy	Implementation of the CAIT Toolkit	DSU Andy Cox		Ongoing
Sexual Orientation - All children are entitled to receive a level of service according to their needs. There may be specific issues relating to the abuse of LGBT children which can be compounded in faith and/or cultural issues. Joint agency working and training highlights these issues and complainants must be dealt with on a case by case basis. There will be a positive continuing impact of the policy	Implementation of the CAIT Toolkit	DSU Andy Cox		Ongoing
Other Issues - All children are entitled to receive a level of service according to their needs. Children who are seeking asylum, homeless or in the United Kingdom illegally are entitled to the same level of service and protection offered by the law. This toolkit does not discriminate against those who are at a social or economic disadvantage. There will be a positive continuing impact of the policy.	Implementation of the CAIT Toolkit	DSU Andy Cox		Ongoing

STEP 6. Ensure monitoring and review arrangements are put in place**GUIDANCE**

How will the implementation of the proposal / policy be monitored and by whom?

The toolkit will be monitored by SOECA Continuous Improvement Team (CIT) to ensure it is current and correct. This will be done by the ongoing partnership of SOECA Senior Leadership team (SLT), MOPAC, partner agencies and SOECA CIT to identify emerging trends, best practice and monitor compliance, reviewing and updating the toolkits as and when required.

All Public Authorities such as the Metropolitan Police Service (MPS) have to comply with section 149 of the Equality Act 2010 more commonly known as the General Duty.

The Duty requires us to:

- **Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.**
- **Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.**
- **Foster good relations between people who share a relevant protected characteristic and those who do not share it.**

One of the ways we can demonstrate that we are complying with the General Duty is to document how decisions are reached and resulting activities including monitoring and review arrangements. In the MPS, the way we evidence this is by completing EIAs.

What is the timetable for monitoring, with dates?

4 years from publication with continual monitoring.

STEP 7. Public availability of reports / result. What are the arrangements of publishing, where and by whom?**GUIDANCE**

MPS Policy Co-ordination Unit