

# Scottish Borders Council

## Equality Impact Assessment

<b>Title of Proposal:</b>	Scottish Borders Female Genital Mutilation (FGM) Interagency Guidance
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<b>What is it?</b>	A new Policy/Strategy/Practice <input type="checkbox"/>	A revised Policy/Strategy/Practice <input checked="" type="checkbox"/>
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<b>Service Area: Department:</b>	Child Protection
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<b>Description:</b>	This guidance sets out how agencies and frontline staff, individually and together, can protect girls and young women from FGM, and respond to survivors in the right way. It describes 'best practice' and the main elements of a sensitive and suitable response. The best way to make sure that women and girls are protected and supported, sooner rather than later, is for agencies to work together.
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Impact Assessment					
Equality Characteristic	Impact			Description	Mitigation & Recommendations
	No Impact	Positive Impact	Negative Impact		

<b>Employees</b> (those employed by the Council including full time, part time and temporary)		X		Staff will be more confident in being able to identify and respond to any child at risk of FGM and any adult who has experienced FGM.	
<b>Age</b> (Older or younger people or a specific age grouping)		X		Protection of girls at risk of FGM is a central principle of the interagency guidance. Responding to adults who have been subject to FGM is also a key feature thereby providing support/protection to both adults and children	
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		X		The FGM interagency guidance is part of the child protection guidelines and as such will incorporate protection for any girl who has additional vulnerabilities such as disability or learning difficulty as per the child protection process.	
<b>Gender</b> (Males, Females, Transgender or Transsexual people)	X			FGM applies only to women and girls, it would apply to transgender women and girls The interagency guidance does not apply to male circumcision.	
<b>Pregnancy and Maternity</b>		X		The interagency guidelines will be a significant resource in supporting health staff to respond to	

	<p>(refers to the period after the birth, and is linked to <b>maternity</b> leave in the employment context. In the non-work context, <b>protection</b> against <b>maternity</b> discrimination is for 26 weeks after giving birth),</p>				<p>adult women who may have been subject to FGM and require maternity services, or for daughters of women who have been subject to FGM (a risk factor).</p>	
	<p><b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)</p>		<p>X</p>		<p>The interagency guidelines reflect the Scottish Government's guidelines in that FGM is against the law in Scotland and as such requires all people to be subject to the same legislation. The interagency guidelines reflect the communities who practice FGM globally, but caveat's that a sensitive response is required in not assuming particular religions/belief do or do not practice FGM.</p>	

	<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)		X		As above	
	<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual		X		The interagency guidelines do not state the sexuality of any potential victim would change the required response or support. The guidance requires staff to take action irrespective of the victim's sexuality.	
	<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)	X			This guidance makes no reference to the impact of poverty on the practice of FGM or the impact.	

<b>Relevance to the Equality Duty in Summary:</b>	
<b>What impact will your proposal have on the following :</b>	
<b>Equality Duty</b>	<b>Reasoning:</b>
<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment?</b>	All Equality Duties:  This guidance will provide frontline staff across the statutory and voluntary sector to discharge their legal duties in relation to FGM, provide appropriate support to victims and ensure a sensitive and safe response to women and girls affected which will ultimately contribute to the elimination of discrimination, promotion of equality and fostering of good relations.
<b>Promotion of equality of opportunity?</b>	
<b>Foster good relations?</b>	

<b>Recommendations &amp; Mitigation</b>		
Please summaries all recommendations and mitigations for approval by the decision makers who will approve your proposal		
<b>Characteristic</b>	<b>Recommendation</b>	<b>Approved Yes/No</b>
	It is recommended that the implementation and outcomes of the guidelines are monitored and where any trends emerge these will be analysed with appropriate steps. It is further recommended that the guidelines are reviewed at least every two years or as legislation requires to ensure that they remain relevant and fit for purpose.	Yes

<b>EIA Completed By</b>			
Name	Andrea Beavon	Directorate:	People
Post	VAW Coordinator	Date:	10 <sup>th</sup> September 2018

<b>Signed Off (Sign off <u>must</u> be completed by Service Manager or Director)</b>			
Name:	Stuart C Easingwood	Directorate:	People
Post:	Interim Chief Officer Public Protection	Date:	13 <sup>th</sup> September 2018