

## Plymouth Together for Childhood -Equality, Diversity, Inclusion and Trauma Informed Impact Assessment (Template)

The intention of this document is to identify any positive, negative or neutral impact of the proposed work as part of Together for Childhood may have on people who have protected characteristics (as defined in the Equality Act 2010 <https://www.gov.uk/guidance/equality-act-2010-guidance>) and any other factors not covered by the Equality Act which are relevant to the people affected by the work. Under taking this assessment supports the accessibility and inclusivity design principle that under pins Together For Childhood.

In addition, we want to ensure that all planned work is trauma informed

(<https://www.plymouth.gov.uk/adultsandchildrensocialcare/childrensocialcare/academysocialworkplymouth/informationandresourcespractitioners/traumainformedpractice>).

<b>Building block</b>	
<b>Work stream</b>	
<b>Work to be assessed</b>	
<b>Who is the target audience for the work? Who might be impacted by this work?</b>	
<b>Date assessment completed</b>	
<b>Who was involved?</b>	
<b>Planned review date</b>	

<b>Protected Characteristic</b>	<b>Context and potential barriers to access for those with this characteristic.</b>	<b>What has been done to increase access?</b>	<b>What else could be done to increase access? *Please transfer to Action plan below</b>
<b>Age</b>			
<b>Disability</b>			
<b>Gender reassignment</b>			
<b>Pregnancy and Maternity</b>			
<b>Marriage and civil partnerships</b>			
<b>Race</b>			
<b>Religion and belief</b>			
<b>Sex</b>			
<b>Sexual orientation</b>			

<b>Other identified factors.</b>			
----------------------------------	--	--	--

<b>Trauma Informed</b>	<b>Why might a participant not feel the activity is...?</b>	<b>What have we done so far to promote this feeling?</b>	<b>What else can we do?</b>
<b>Safe</b> We understand trauma We build trusted relationships We build confidence We create safe spaces We reduce harm			
<b>Empowering</b> We innovate We take responsibility We are transparent We embrace a culture of learning We make a difference			
<b>Person Centred</b> My experience matters My strengths count My choices are important My outcomes are first My voice is heard			
<b>Kind</b> We stay out of judgement We have compassion We seek connection We are emotionally aware We address underlying causes			
<b>Collaborative</b> With people using services With communities With colleagues			

