

Part A

Initial Impact Assessment

Proposal name **Conversion Practice Position Statement –
Safeguarding Board**

Brief aim(s) of the proposal and the outcome(s) you want to achieve

The Sheffield Adult Safeguarding Partnership Board is seeking endorsement on its proposal to produce a position statement on Conversion Therapy or Practice and to note its direction of travel.

Conversion Therapy or Practice is any intervention that seeks to change a person's sexual orientation or gender identity. It works towards one goal and that goal is to 'cure' someone from being LGBTQIA+.

The proposal for a position statement supports the rights and autonomy of all people, regardless of sexual identity, and takes a gender affirming perspective.

The Board is seeking endorsement from Council members and representatives of wider organisations to endorse the position statement which condemns this harmful and unethical practice.

The end goal is to influence organisational sign-up to the statement. It is recognised that, as a public authority, the Council has organisational legal duties under the Equality Act and decision-making governance processes.

Proposal type

Budget Non Budget

If Budget, is it Entered on Q Tier?

Yes No

If yes what is the Q Tier reference

Year of proposal (s)

21/22 23/23 23/24 24/25 other

Decision Type

- Coop Exec
- Committee (e.g. Health Committee)
- Leader
- Individual Coop Exec Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member

Janet Kerr, Chief Social Worker

Lead Director for Proposal

Alexis Chappell, Director ASC

Person filling in this EIA form

Jeanette Munday

EIA start date

11/01/2023

Equality Lead Officer

- Adele Robinson
- Annemarie Johnston
- Bashir Khan
- Beverley Law
- Ed Sexton
- Louise Nunn

Lead Equality Objective ([see for detail](#))

- | | | | |
|---|---|--|--|
| <input type="radio"/> Understanding Communities | <input type="radio"/> Workforce Diversity | <input checked="" type="radio"/> Leading the city in celebrating & promoting inclusion | <input type="radio"/> Break the cycle and improve life chances |
|---|---|--|--|

Portfolio, Service and Team

Is this Cross-Portfolio

- Yes No

Portfolio

Is the EIA joint with another organisation (eg NHS)?

- Yes No Please specify

SASP, partners

Consultation

Is consultation required (Read the guidance in relation to this area)

- Yes No

If consultation is not required please state why

Consultation has been undertaken via a task and finish group and engagement with the LGBTQ+ community.

Are Staff who may be affected by these proposals aware of them

- Yes No

Are Customers who may be affected by these proposals aware of them

- Yes No

If you have said no to either please say why

Consultation has been held with relevant people thus far, but that does not include all staff or all customers.

Initial Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

<input checked="" type="checkbox"/> Health	<input checked="" type="checkbox"/> Transgender
<input checked="" type="checkbox"/> Age	<input type="checkbox"/> Carers
<input type="checkbox"/> Disability	<input checked="" type="checkbox"/> Voluntary/Community & Faith Sectors
<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Cohesion
<input type="checkbox"/> Race	<input type="checkbox"/> Partners
<input checked="" type="checkbox"/> Religion/Belief	<input type="checkbox"/> Poverty & Financial Inclusion
<input type="checkbox"/> Sex	<input type="checkbox"/> Armed Forces
<input checked="" type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Other
<input type="checkbox"/> Cumulative	

Cumulative Impact

Does the Proposal have a cumulative impact

- Yes No

<input type="checkbox"/> Year on Year	<input checked="" type="checkbox"/> Across a Community of Identity/Interest
<input type="checkbox"/> Geographical Area	<input type="checkbox"/> Other

If yes, details of impact

This proposal supports LGBTQ+ adults and young people enabling them to live, work, learn or worship in the city free of abuse i.e., bullying discrimination, homophobia or transphobia, social isolation and rejection.

Proposal has geographical impact across Sheffield

- Yes No

If Yes, details of geographical impact across Sheffield

It sends out a strong message of support to the wider LGBTQ+ community of equality and inclusion.

Local Area Committee Area(s) impacted

- All Specific

If Specific, name of Local Committee Area(s) impacted

Initial Impact Overview

Based on the information about the proposal what will the overall equality impact?

The Equality Act gives legal protection to two directly relevant characteristics – gender reassignment and sexual orientation. It prescribes different types of discrimination in relation to both. The Act gives similar protection to Age and other protected characteristics.

The Safeguarding Board is committed to standing with our LGBTQ+ community and want to hear about their experiences and offer support. The Board believes this work will have a positive effect on LGBTQIA+ community as conversion practices can have a significant impact on their physical and mental health.

The Board recognises the value of having a clear, unambiguous and empowering statement about conversion therapy, irrespective of the legal position. However, it will monitor Government stated plans to introduce a total ban on the practice and will reflect this in further development of this EIA.

Is a Full impact Assessment required at this stage? Yes No

If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.

Initial Impact Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed

Name of EIA lead officer

Part B

Full Impact Assessment

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No *if Yes, complete section below*

Staff

Yes No

Customers

Yes No

Details of impact

Comprehensive Health Impact Assessment being completed

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes N

**Name of Health
Lead Officer**

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Pregnancy/Maternity

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Religion/Belief

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sex

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Sexual Orientation

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Gender Reassignment (Transgender)

Impact on Staff

Impact on Customers

Yes No Yes No

Details of impact

Carers

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Please explain the impact

Cohesion

Staff

Yes No

Customers

Yes No

Details of impact

Partners

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Armed Forces

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Other

Please specify

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

Action Plan and Supporting Evidence

What actions will you take, please include an Action Plan including timescales

Supporting Evidence (Please detail all your evidence used to support the EIA)

Detail any changes made as a result of the EIA

Following mitigation is there still significant risk of impact on a protected characteristic. Yes No

If yes, the EIA will need corporate escalation? Please explain below

Sign Off

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed Name of EIA lead officer

Review Date

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