



B Maloney  
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Cafcass National Office  
3rd Floor  
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London  
WC1B 3HF

**Your ref: CAF 17-134**  
**Our ref: Gov/CAF 17-134**

Tel 0300 456 4000

6 October 2017

Dear B Maloney

**Re: Freedom of Information Request**

Thank you for your email of 21 September 2017. You made the following requests for information:

Under the Equality Act 2010 section 149 Cafcass is subject to the Public Sector Duty of Equality and under the The Equality Act 2010 (Specific Duties) Regulations 2011 section 2(4) has a duty to publish information showing it complies with the Act:

(4) The information a public authority publishes in compliance with paragraph (1) must include, in particular, information relating to persons who share a relevant protected characteristic who are— (a) its employees; (b) other persons affected by its policies and practices.

Please provide me with Equality Impact Assessments or similar documents which show the services Cafcass provide to service users comply with the Act with respect to the protected characteristics, specifically sex, in particular please provide information in respect of:

- 1) DVPP, DVIP and BBR programmes commissioned and recommended by Cafcass
- 2) Recommendations for which which parent a child should live with and which parent a child should have contact with.
- 3) Recommendations for a child to have supervised contact with a parent.
- 4) Recommendations for a child to have indirect contact with a parent.
- 5) Recommendations for drug and alcohol tests.
- 6) Recommendations for psychological or psychiatric assessments.

Please see below for our response.

Baroness Tyler of Enfield Chair  
Anthony Douglas CBE Chief Executive





Cafcass does not have Equality Impact Assessments specifically for the areas identified in questions 1 – 6.

Please see our [Diversity and Inclusion Strategy](#) which outlines Cafcass' approach to issues of equality and diversity in our frontline work. The strategy focusses on our key priorities for diversity and inclusion over the next three years for our service users and staff. As stated in the strategy, we will aim to develop a refreshed national Equality Impact Assessment (EIA), suitably integrated with local business and workforce planning, to ensure all key aspects of our work are properly assessed for their potential to impact on diversity, inclusion and equality grounds, and to make sure our work is always aligned, as far as possible, with our priority of enhancing diversity and inclusion considerations.

All innovation projects at Cafcass include an EIA as part of their initial proposal to ensure consideration is given to any potential impact to staff and service user equality.

Anti-discriminatory practice is a core value of the social work profession and is part of training offered on many issues; all Cafcass practitioners are qualified social workers registered with the Health and Care Professions Council (HCPC). Please see:

- The HCPC [Standards of Proficiency: Social Workers in England](#) (sections 5- 6)
- The British Association of Social Workers' [Code of Ethics for Social Work](#) (pages 9, 13, 14)

Please also see guidance on diversity, including anti discriminatory practice which is set out in paragraphs 2.40 - 2.47 of the [Cafcass Operating Framework](#).

We hope that you feel your question has been answered effectively. If you are unhappy with the decisions made in relation to your request, you may ask for an internal review to be undertaken. If you are dissatisfied with the way the internal review is handled or with the final decision made at that review about the information released, you are free to contact the Information Commissioner's Office (<https://ico.org.uk/>):

**Post**

Information Commissioner's Office  
Wycliffe House, Water Lane,  
Wilmslow,

**Fax**

01625 524 510

**Tel**

0303 123 1113

Baroness Tyler of Enfield Chair  
Anthony Douglas CBE Chief Executive





Cheshire  
SK9 5AF

**E-mail**  
[casework@ico.org.uk](mailto:casework@ico.org.uk)

Yours sincerely,

Governance Team  
Cafcass  
[Governance@cafcass.gsi.gov.uk](mailto:Governance@cafcass.gsi.gov.uk)

Baroness Tyler of Enfield Chair  
Anthony Douglas CBE Chief Executive



Cafcass, the Children and Family Court Advisory and Support Service, is a non-departmental body of the Ministry of Justice  
Cafcass National Office, 3<sup>rd</sup> Floor, 21 Bloomsbury Street, London, WC1B 3HF



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