



Equality Impact Assessment (EIA)

Title of policy/process under consideration

Safeguarding Children and Adults

Lead department

Social Work Directorate

Is this policy/process? (Please tick)

New Existing Revised

Is this a full EIA? (Please tick)

Yes No

Please state the reasons for the above decision.

A full EIA is not required as there are only 2 changes to the policy document.

What are the policy/process objectives and aims?

To ensure the policy is informed by and complies with the relevant legislation.

To ensure adequate safeguards are in place to manage, record and evaluate practices in dealing with safeguarding concerns/referrals in relation to ILF users.

To provide a more efficient and consistent approach within the organisation in dealing with such referrals under the duty of care and to minimise organisation risks.

Please state the reasons why the changes are taking place.

The structure of the policy is brought in to line with updated ILF practice; all policy information comes first in the document, followed by a separate section on procedure.

To raise ILF staff awareness of the Department Of Health (DOH) "No Secrets" guidelines on Safeguarding Children and Adults. The Local Authorities have statutory responsibility for safeguarding vulnerable adults. The ILF has a duty to act in cases of alleged abuse, ill treatment, or neglect of its users. While accepting that we all have responsibility to ensure we are taking action regarding protection of vulnerable adults.

There has been a noticeable increase in safeguarding referrals to the Social Work Team , also an increase in Local Authorities requesting ILF to attend strategy meetings where an abuse allegation has been identified. In addition, ILF Compliance Team make referrals to the Social Work team regarding the management of ILF funds and the level of support being provided as identified from statement of care data.

The ILF current process does not encourage active participation (face to face) of staff attending strategy meetings. The current process requires the Social Work Team to log the referrals received following action taken by Senior Social Work Managers in response to the referral this promotes a more robust system of recording and monitoring to minimise risks.

Key		
-2 Significant negative impact		+1 Mild/moderate positive impact
-1 Mild/moderate negative impact		+2 Significant positive impact
0 Neutral impact		
Protected Characteristic	Impact	Notes
Age	+2	The policy will be applied to each group equally and is designed to ensure that the ILF report any allegations of abuse to the Local Authority who has statutory responsible to investigate and provide safeguards to minimise the risks.
Disability	+2	The policy will be applied to each group equally and is designed to ensure that the ILF report any allegations of abuse to the Local Authority who has statutory responsible to investigate and provide safeguards to minimise the risks.
Gender	+2	The policy will be applied to each group equally and is designed to ensure that the ILF report any allegations of abuse to the Local Authority who has statutory responsible to investigate and provide safeguards to minimise the risks.
Gender reassignment	+2	The policy will be applied to each group equally and is designed to ensure that the ILF report any allegations of abuse to the Local Authority who has statutory responsible to investigate and provide safeguards to minimise the risks.
Marriage and civil partnership	+2	The policy will be applied to each group equally and is designed to ensure that the ILF report any allegations of abuse to the Local Authority who has statutory responsible to investigate and provide safeguards to minimise the risks.
Pregnancy and maternity	+2	The policy will be applied to each group equally and is designed to ensure that the ILF report any allegations of abuse to the Local Authority who has statutory responsible to investigate and provide safeguards to minimise the risks.
Race	+2	The policy will be applied to each group equally and is designed to ensure that the ILF report any allegations of abuse to the Local Authority who

		has statutory responsible to investigate and provide safeguards to minimise the risks.
Religion or belief	+2	The policy will be applied to each group equally and is designed to ensure that the ILF report any allegations of abuse to the Local Authority who has statutory responsible to investigate and provide safeguards to minimise the risks.
Sexual orientation	+2	The policy will be applied to each group equally and is designed to ensure that the ILF report any allegations of abuse to the Local Authority who has statutory responsible to investigate and provide safeguards to minimise the risks.

What alternative policy/process options have been considered to reduce or alleviate any identified impact?

In December 2010 the ILF policy was reviewed by the Social Work Team. Since that review ILF senior social work managers have identified that in some of the cases there was an even greater need for the organisation to be more proactive in managing referrals.

The revised process for caseworkers reporting and referring the alleged abuse issues to the senior social work managers should ensure that the organisation is meeting its responsibilities under the duty of care. This will be further supported by the training of staff and Independent Assessors in identifying situations where there are suspicion of abuse and taking appropriate action to minimise the risks.

What research has been gathered/considered when making decisions regarding the Protected Characteristics?

The revised policy and process is informed by and complies with relevant legislation and guidance from the following:

Capita Safeguarding Vulnerable Adults Conference - January 2010

Capita Law and Safeguarding Conference - June 2011

Criminal Records Bureau Checks (15/08) Policy

Department of Health guidance - "No secrets" (England)

Welsh Assembly guidance - "In Safe Hands"

Safeguarding Vulnerable Groups Act 2006

Safeguarding Vulnerable Groups (Northern Ireland) Order 2007

Adult Support and Protection (Scotland) Act 2007 / PUG (Scotland)

Mental Capacity Act 2005

Equality Act 2010

Are any future actions required for example monitoring or review?

The Social Work Team will be collecting data from their current spreadsheets to monitor the types of abuse referrals received and the actions taken by the Senior Social Work Managers in line with multi agency working.

The Social Work Team will also get updates from agencies once situations have been referred to them. This includes obtaining safeguarding investigation outcomes where possible. The Social Work Team will identify any further training needs or further action to be taken by the organisation in line with UK-wide guidance ('No Secrets' (England), Welsh Assembly guidance 'In Safe Hands', 'Adult Support and Protection (Scotland) Act 2007' and 'Safeguarding Vulnerable Groups' (Northern Ireland) Order 2007).

Fraud team members will keep a log of the safeguarding referrals they have received and the cases they refer to the Social Work Team. This should be reviewed with the Social Work Team on a three-monthly basis to ensure that the Social Work Team have a record of all safeguarding referrals and the actions taken by the ILF.

EIAB comments/recommendations

The EIAB reviewed the EIA and had no further comments or amendments to make. The chair of the EIAB noted that the EIA was extremely comprehensive and thorough and provided a full list of research for further reference if required. The EIA is therefore agreed by the board.

Date form completed 13.04.2012

Signature of EIAB chair Jesse Harris

Date 01.05.2012

Subsequent amendments to policy/process

Date of amendment

Details of amendment

Reason why a new EIA is not required

Date of amendment

Details of amendment

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