

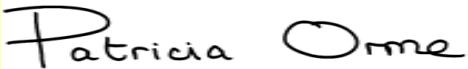

EQUALITY IMPACT ASSESSMENT

Lead Officer: ALAN HADWIN		Service/Policy/Unit: ACS/CARE PRACTICE TEAM	
Assessment team: ALAN HADWIN/PATRICIA ORME			
New or existing area of work? REVISED POLICY		Area of work to be assessed: SAFEGUARDING ADULTS FROM ABUSE	
1	Briefly describe the aims, objectives and purpose of this service/policy or area of work, (what are we trying to achieve and why?)	To protect vulnerable adults from abuse.	
Outline Assessment			
2	What Impact does this service/policy have on the following: Please assess the relevance of the function/policy to the promotion of equality of any of the six equality strands - race/ethnicity, gender, disability, age, sexual orientation, religion or belief, (equality groups)		
	Add a tick ✓ in the relevant box and a <u>brief</u> explanation of why.	Yes	No
2i	Does the service/policy have a direct impact on staff or members of the public?	✓ Policy to cover all vulnerable adults.	
2ii	Have complaints been received from different equality groups about the policy, or are we aware of any potential issue of adverse impact on people from different equality groups?	✓ Evidence nationally would suggest potential for issues of adverse impact in some communities. At present our data does not identify this as an issue.	
2iii	Will/Does the policy have an influence on community relations?		✓ Neutral impact
2iv	Does the service/policy directly affect how other services are provided?	✓	
2v	Does the service/policy affect the recruitment and/or development of staff?		✓
	Is the service/policy particularly significant in budget terms?		✓

2vi			
<p>If the answer to any of the above questions is 'YES', then that function or policy is relevant for Equality Impact Assessment - PLEASE CONTINUE WITH THE FULL ASSESSMENT. If your answer is 'NO' to all of the above questions, please go to end of the form, sign and date it, identify a review date, and file this form for audit purposes.</p>			
<p>Full Assessment</p>			
3	<p>Stakeholders/Beneficiaries Which groups are intended to benefit from this policy/function?</p>	Staff	√
		Users	√
		Stakeholders: (Partner organisations)	√
		Public (not all members of the public are service users)	√
		Others	
4	<p>Commissioned/Partner Services If your function/service is partly or wholly provided by external organisations/agencies on behalf of the organisation, please list any activity you plan to ensure that the function/service monitors and promotes equality. Include this in your improvement plan on the back page.</p>	<p>Direct care services are provided by commissioned services and some ACS/inhouse services. All services are required to implement the policy as part of their contract with adult care services. Partner agencies are represented on the multi-agency Safeguarding Committee, who are signed up to policy. Extensive awareness raising programme in place supported by learning and learning package has been reviewed by Equalities Manager. Serious concerns about Establishments process directly monitors providers where there are known concerns.</p>	
5	<p>Data What information, (either documented or anecdotal) do you have about this area of work?</p>	<p>Monitoring form and electronic reporting mechanisms in place. Annual report produced and published. This will continue to provide evidence of trends and issues.</p>	

6	Does or could the Policy have an impact on people.....	Yes	No	Evidence: give key findings Signpost where evidence is located	Proposed action/ action in hand to address issues raised
6i	due to their race/ethnicity?	√		Anecdotal evidence that there may be a lack of referrals from BME communities.	BME Involvement Worker is planning awareness sessions in partnership with Learning & Development Team.
6ii	due to their gender?		√	Victims and perpetrators can be of either gender.	Monitoring and annual report will evidence any disproportionate impact.
6iii	if they have a disability? - physical disability (mobility, sensory), learning disability, mental health	√		Researched evidence to show that these groups are subject to more bullying/harassment than the general population.	Monitoring and annual report will evidence any disproportionate impact. People in Partnership in place to support reports of Hate Crimes (LD)
6iv	due to their sexual orientation and/or transsexual/transgender issues?		√	See section 6ii	Section 6ii
6v	due to their age? (Development of services should take into account and be sensitive to the needs of particular age groups of service users.)	√		Research evidence would suggest general lack of respect/dignity in care for older adults.	Monitoring forms and annual report will identify trends.

6vi	due to their religious belief?	√		See section 6i	See section 6:
7	If you have identified a differential impact, can this impact be justified on the grounds of promoting equality of opportunity for one group, or as part of a wider strategy of positive action in relation to particular groups?		√	No differential identified at present, evaluation and monitoring will provide evidence of disproportionate activity.	At present national evidence suggests under-reporting in BME communities. We need to test this in Hertfordshire.
8	Is there any unmet need which we need to address as part of this process?		√	None identified at present. See section 7.	As section 7.
9	Are there any other issues which need to be considered as part of this process?	√		Please list: New legislation will broaden the definition of vulnerable adult and local policy will need to reflect this. This will be particularly significant in relation to domestic violence.	To be programmed in line with DH implementation.

	<p>Consultation/Engagement If there is insufficient data or knowledge about the equalities target groups' needs, you will need to undertake further consultation (include details of any future consultation exercises planned, or planned improvements as a result of consultation, in your Improvement Plan attached). The extent of the consultation exercise should be in proportion to the effect that the policy is likely to have, and may not need to be detailed.</p>	<p>Comments The Hertfordshire Safeguarding Committee has a work plan for 2008/9, which includes extending user/carer involvement in policy and practice development.</p>	<p>Programme of awareness is being developed as part of a communication strategy. Information available on web and in leaflets.</p>
10	<p>Monitoring How do you plan to monitor or carry out regular checks on the effects this policy has on different equality target groups?</p>	<p>Comments Via monitoring data as part of care management process, annual review of data.</p>	<p>Examine national research/studies to inform local work.</p>
11	<p>Learning and Development Please list any staff training issues on equalities, and demonstrate how you plan to share the learning arising from this assessment. (Include this in your improvement plan attached)</p>	<p>Comments Adult Care Services has an equalities action plan in place, which has significant learning and development on diversity.</p>	<p>Part of staff awareness training to include assessing gaps awareness.</p>
<p>Signed (Completing Officer):  PATRICIA ORME (Completing Officer will implement this area of work) Date: 10/07/08.....</p>		<p>Signed (Lead Officer):  Cathy Kerr (Lead Officer responsible for the effective working of this service/policy) Date:24.07.08.....</p>	<p>Date due for Review: JULY 2009..... (This will need to be within the next 3-years - please ensure that this is noted in your action plan).</p>

Department/section	Date	Service/policy	Responsible officer:
ACS	09 JULY 2008	SAFEGUARDING ADULTS	ALAN HADWIN

EQUALITIES IMPACT ASSESSMENT IMPROVEMENT PLAN

KEY FINDINGS	ACTION REQUIRED	LEAD OFFICER	TIMESCALE
Continue to improve data collection.	Electronic monitoring more introduced.	Alan Hadwin	Annual report ongoing
Awareness of policy and issues to be broadened.	Use of E-learning, People in Partnership and public information including BME development.	Alan Hadwin/Shazia Butt	Ongoing – to be agreed/2009
Definition of vulnerable adults will be broadened to include domestic violence, people in hospital.	DoH		
Learning & Development has equalities action plan.	Ongoing training on diversity.		
Lack of research into impact of Safeguarding Adults of local groups.	Investigate research information with support from partners.	Alan Hadwin	March 2009

(Continue on another sheet if necessary).

PROMOTING EQUALITY

Equality Impact Assessments enable us to identify and eliminate unlawful discrimination from what we plan to do or are already doing. Equalities legislation also places on us positive legal duties – to be proactive. Whilst this does not form part of the EIA process it is helpful for us to review whether the policy, service or function being reviewed meets any of our obligations under the various general duties.

Does this policy/service/function help us meet our obligations to:

	Yes	No	Don't know	Evidence
Race equality:				
Promote equality of opportunity	√			
Promote good relations between people of different racial groups	√			
Disability equality:				
Promote equality of opportunity between disabled people and other people	√			
Promote positive attitudes towards disabled people	√			
Encourage participation by disabled people in public life	√			
Take steps towards meeting the needs of disabled people, even if that requires more favourable treatment	√			
Gender equality:				
Promote equality of opportunity for women and men	√			