



EQUALITY IMPACT ASSESSMENT INITIAL SCREENING

Name of policy / strategy / project (the “initiative”):

Safeguarding Vulnerable Adults

Provide a brief summary of the aims and main activities of the initiative: (bullet points)

- To meet with the requirements of Supporting People with regard to meeting Quality Assessment Framework requirements.
- Prevent or minimise the potential of abuse or exploitation of service users.
- To ensure that staff and those providing services on our behalf are able to recognise the signs of abuse.
- Increasing awareness of abuse amongst service users.
- Providing detailed guidance and procedure for staff to follow.
- Providing details of relevant legislation.
- Providing contact and support information for staff, victims, customers and witnesses.
- To assist in developing and supporting vulnerable adults’ capacity to live independently in the community.

Completed by: **George Walker**

Manager / Team Leader:

Date: **22nd December 2009**

STAGE 1: SCREENING

This stage establishes whether a proposed initiative will have an impact from an equality perspective on any particular group of people or community – i.e. on the grounds of race, religion/faith/belief, gender (including transgender), sexual orientation, age, disability, or whether it is “equality neutral” (i.e. have no effect either positive or negative).

Q 1. Who will benefit from this initiative? Is there likely to be a positive impact on specific groups/communities (whether or not they are the intended beneficiaries), and if so, how? Or is it clear at this stage that it will be equality ‘neutral’ i.e. will have no particular effect on any group?
Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

Chevin recognises that Vulnerable adult abuse is a crime generally committed in private and as such is under reported. The term ‘vulnerable adult’ is a very broad definition and our definition of vulnerable adult used in the policy reflects the ‘No Secrets’ guidance definition. The Policy and procedure is mainly aimed towards those who are older and frail, those with a learning disability, physical or sensory impairment, physical or degenerating illness and those with mental health needs. The Policy also addresses the complicated issue of mental capacity when dealing with suspicions or allegations of abuse. This is not an exclusive list and could also cover other vulnerable groups. We anticipate that there will be a positive impact for all of our vulnerable customers

experiencing or at risk of experiencing abuse, regardless of age, disability, gender or transgender status, ethnicity, religion or sexuality. The Policy is multi-agency and outlines a flexible, sensitive and victim-centred approach. All investigations will be carried out with due regard to age, disability, gender or transgender status, ethnicity, religion or sexuality. The policy covers staff induction and training relating to awareness and reporting procedures and links to our Domestic Violence and Child Protection Policies and training. The Policy contains 24-hour adult protection contact details for all local authority areas where Chevin operates, plus signposting to support agencies.

Q 2. Is there likely to be an adverse impact on one or more minority/under-represented or community group as a result of this initiative? If so, who may be affected and why: Or is it clear at this stage that it will be equality 'neutral'?

Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

We do not expect any adverse impact; the policy and procedure may have a positive impact on older people and those with a disability. The original policy was submitted to Wakefield MBC Vulnerable Adult team for comment.

Q 3. Is there sufficient data on the target beneficiary groups/communities? Are any of these groups under or over represented? Do they have access to the same resources? What are your sources of data and are there any gaps?

Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

41% of Chevin's customer base is over the age of 55 and 23% of our customers have advised us that they have a long-term illness or disability. The Adult Protection Report Form included in the procedure collects details of resident gender, age, ethnicity, religion, disability and sexuality, as well as communication difficulties, sensory impairments and translation / interpretation requirements. To date, Chevin has only made one formal referral since 2004. Chevin has produced a leaflet to raise awareness amongst residents. These have been issued to new residents in sheltered schemes and can be downloaded from the Chevin website. The leaflet includes strap lines in eight community languages and is available in other formats when requested. The Policy can also be downloaded from the Chevin website. We will continue to publicise the policy and procedure using all appropriate communication methods.

The Policy contains reference to domestic violence and links to our Domestic Violence, Floating Support Service, Child Protection, and Sheltered Housing policies and procedures.

As part of the Supporting People Quality Assessment Framework we need to meet defined and assessed standards to ensure that we are meeting with our equality commitments.

Q 4. Outsourced services – if the initiative is partly or wholly provided by external organisations / agencies, please list any arrangements you plan to ensure that they promote equality and diversity.

Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

We have to make referrals to support services and the Police following an accusation or suspicion of abuse. These organisations are bound by similar equality and diversity criteria such as monitoring and reporting.

Q 5. Is the impact of the initiative (whether positive or negative) significant enough to warrant a full impact assessment – see guidance? If not, will there be monitoring and review to assess the level of impact over a period of time?
Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

We do not consider that a full impact assessment is warranted at this stage based on the data available. We will continue to publicise the policy and procedure as much as possible in an effort to increase reporting.

Q 6. To be completed at six monthly review Detail actions taken to assess the level of impact over a period of time, or to address any gaps in data.
Please consider all aspects of Diversity including as a minimum: Age, Disability, Gender/Transgender, Race/Ethnicity, Religion/Faith/Belief, Sexuality

Guidelines: Things to consider

- Where a negative (i.e. adverse) impact is identified, it may be appropriate to make a full EIA (see Stage 2), or, as important, take early action to redress this – e.g. by abandoning or modifying the initiative. **NB** If the initiative contravenes equality legislation, it **must** be abandoned or modified.
- Where an initiative has a positive impact on groups/community relations, the EIA should make this explicit, to enable the outcomes to be monitored over its lifespan.
- Where there is a positive impact on particular groups, does this mean there could be an adverse impact on others, and if so can this be justified? - e.g. Are there other existing or planned initiatives which redress this?
- It may not be possible to provide detailed answers to some of these questions at the start of the initiative. The EIA may identify a lack of relevant data, and that data-gathering is a specific action required to inform the initiative as it develops, and also to form part of a continuing evaluation and review process.
- It is envisaged that it will be rare for full impact assessments to be required. Usually, where there are particular problems identified in the screening stage, it is envisaged that changing the approach at this stage, and/or setting up a monitoring/evaluation system to review a policy's impact over time will tackle the problem.