

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

All Care Groups and Nursing and Quality

Name of Service/Title of Policy or Strategy, Name of Event:

Procedure for Managing Allegations Against People in a Position of Trust

Service:

Policy:

Event:

Strategy:

Equality Impact Assessment Undertaken by:

Louise Bertman, Nurse Consultant Safeguarding

Date undertaken:

05/05/2022

Questions

1. What are the main aims and purposes of the Policy / Service / Event or Strategy?

To support staff in the organisation to understand and implement the responsibilities for managing allegations against people in positions of trust. The policy aims to ensure there is a process in place to safeguard vulnerable individuals

2. Who is involved in delivering the service, implementing the policy or strategy / organising the event? (i.e., partnerships, stakeholders or agencies)

The procedure was developed by the safeguarding team, legal advice was sought and consultation held with Human Resources

3. What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of delivering this service or event / implementing the policy or strategy to different groups of people and the different needs of people with protected characteristics in relation to this policy / service / event or strategy?

The policy is based on the Safeguarding adult Board Regional Guidelines for PIPOT

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Adults of all ages can be subject to abuse and neglect
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Disabled people have increased vulnerabilities
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Adults at risk can include LGBTQ individuals
Marriage and civil	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy deals with

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
partnership			responding to allegations relating to people working in a position of trust and anyone can be at risk of this
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	As above
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	As stated above, this policy does not discriminate against any protected characteristics as it is recognised that vulnerable people can be anyone in receipt of our services
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	As stated above
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Applicable to both sexes
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Research identifies increased vulnerabilities of LGBTQ individuals
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individuals who receive our services require support for various reasons and it is recognised there is a relationship between adversity, trauma and support

4. What positive impacts are there for this policy / service / event or strategy to better meet the needs of people with protected characteristics?

This policy is designed to support staff in their roles and responsibilities and what actions must be taken where there is an allegation made about a person in a position of trust

5. What action would be needed to ensure the policy / service / event or strategy overcomes:

- Discriminatory negative impacts
- Exclusion

Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised.

It is important to collect data around allegations and outcomes so that we can evidence and ensure we are implementing the procedure correctly and safeguarding individuals

6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised. Include:

Options for action	Explanation if no further action is required	Lead responsible for overseeing actions	Timescales	Costs (where applicable)

7. Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Policy for the Development and Management of Procedural Documents.

For services / events please include the following:

- How the equality impact of the service will be monitored
Data collection
- Frequency of monitoring
Monthly
- How the monitoring results will be used and where they will be published;
Reported to the safeguarding Assurance Group
- Who will be responsible for reviewing monitoring results and initiating further action where required
Nurse Consultant safeguarding
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?
none
- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.
none

Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.

Yes No

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

Name:

Louise Bertman

Designation:

Nurse Consultant Safeguarding

Signature:

LBertman

Date:

05/05/2022