EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:	Service:	
All Care Groups and Nursing and Quality	Policy:	
Name of Service/Title of Policy or Strategy, Name of Event:	Event:	
Procedure for Managing Allegations Against People in a Position of Trust	Strategy:	
Equality Impact Assessment Undertaken by:	Date undertaken:	
Louise Bertman, Nurse Consultant Safeguarding	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	\boxtimes		Adults of all ages can be subject to abuse and neglect	
Disability	\boxtimes		Disabled people have increased vulnerabilities	
Gender reassignment	\boxtimes		Adults at risk can include LGBTQ individuals	
Marriage and civil	\square		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 trut ad anyone can be at risk of this	
Pregnancy and maternity	\boxtimes		As above	
Race			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	\square		As stated above	
Sex	\square		Applicable to both sexes	
Sexual Orientation	\boxtimes		Research identifies increased vulnerabilities of LGBTQ individuals	
Disadvantaged groups			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 indivduals 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.

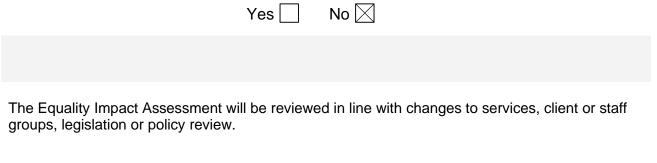
For services / events please include the following:

- 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

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- 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.



Name:

Louise Bertman

Designation:

Nurse Consultant Safeguarding

Signature:

LBertman

Date:

05/05/2022