

EQUALITY IMPACT ASSESSMENT

Care Group/Directorate:

Nursing and Quality

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

PREVENT STRATEGY POLICY

Equality Impact Assessment Undertaken by:

Karen Whitby, Safeguarding Adults Lead Professional

Service:

Policy:

Event:

Strategy:

Date undertaken:

18/12/2020

Questions

1. What are the main aims and purposes of the Service?

This policy describes how the Trust will implement the PREVENT agenda. The PREVENT agenda will ensure that:

- NHS staff know how to safeguard and support adults at risk of abuse and neglect and children who they feel may be at risk of being radicalised by violent extremists.
- Appropriate systems are in place with NHS organisations for staff to raise concerns if they think this form of exploitation is taking place.
- Healthcare organisations promote and operate safe environments where violent extremists are unable to operate.

2. Who is involved in delivering the service? (i.e. partnerships, stakeholders or agencies)

All staff
Deputy Director of Nursing and Quality
Deputy Director of Quality and Safety
Safeguarding Adult Leads
Safeguarding Named Nurses and Named professionals
Police Prevent Leads
National Counter Terrorism Security Officers
Channel Panel

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 service?

PREVENT is part of the UK's counter terrorism strategy preventing people from becoming involved in terrorism or supporting terrorism. RDaSH's compliance is integral to PREVENT's success.

Please use the following table to indicate the impact for the policy for the protected characteristics

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Potential for increased support for vulnerable young people at risk of radicalisation
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Potential for increased support for adults at risk of abuse or neglect
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Potential for increased support for adults at risk of abuse or neglect or for vulnerable young people in transition
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Potential for increased support for adults at risk of abuse or neglect
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Potential for increased support for adults at risk of abuse or neglect
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potential for extra scrutiny of people from a race or religion which is prevalent in the popular press as being involved in terrorism
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Potential for extra scrutiny of people from a race or religion which is prevalent in the popular press as being involved in terrorism
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Potential for increased support for adults at risk of abuse or neglect or for vulnerable young people
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Potential for increased support for adults at risk of abuse or neglect or for vulnerable young people
Disadvantaged groups	<input checked="" type="checkbox"/>		Potential for increased support for adults at risk of abuse or neglect or for vulnerable young people

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

Adults at risk and children identified as being at risk of radicalisation will be able to obtain support to prevent radicalisation, and so move away from criminal acts.

5. What action would be needed to ensure the service 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.

1 Discriminatory and negative impacts

2 Exclusion

3 Failure to meet the needs of people from across the protected characteristics

All staff will receive awareness training on the PREVENT strategy which outlines that it is not by race or religion, but about terrorism as a whole, regardless of ideology. However, by its very nature, terrorism is conducted by groups with an agenda which is more often than not generated from a warped view of a religious or racial quality, whether it be Al-Queda, IRA, EDL, ALF or others. Therefore observers of radicalisation will look more closely at certain groups of individuals. However, the training emphasises no particular group should be targeted.

All concerns raised will be discussed with managers, Safeguarding Adult Leads/Safeguarding Children Named nurses and professionals before being passed on to the Police Prevent Lead/Counter Terrorism (except for urgent immediate concerns). They will assist in preventing any discriminatory issues escalating.

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)
Policy review		Designated officer within each care group	Ongoing but no less than 3 yearly	
Training matrix				

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
Policy review
- Frequency of monitoring
3 yearly
- How the monitoring results will be used and where they will be published;
- Who will be responsible for reviewing monitoring results and initiating further action where required
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?
- Any action points should be included in Business Division/Corporate action plans, with monitoring and review processes.

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

Yes No X

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

Name:

Karen Whitby

Designation:

Safeguarding Adults Lead Professional

Signature:



Date:

18/12/20