



South Kesteven District Council

Equality Analysis (Stage 1)

Safeguarding Adults at Risk Policy and Procedures 2013

Service Area:	Lead officer:	Date of Meeting
Corporate	Jane Booth	
	Assessors:	
	Carol Drury	
	Neutral Assessor:	
	Jo Toomey	

1. Name and description of policy/service/function/strategy

Safeguarding Adults at Risk Policy and Procedures:

This policy is intended to contribute to raising levels of awareness and to encourage safeguarding reports by professionals, where appropriate, and sets out the Council's commitment to safeguarding adults at risk.

This Policy aims to ensure that:

- the needs and interests of adults at risk are always respected and upheld
- the human rights of adults at risk are respected and upheld
- a proportionate, timely, professional and ethical response is made to any adult at risk who may be experiencing abuse
- all decisions and actions are taken in line with the Mental Capacity Act (MCA) 2005.

Is this a new or existing policy?

New

2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.

Equality Group	Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups? Please state which for each group	Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
Age	Positive	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk. Clear guidelines have been developed in relation to people who are defined as vulnerable through age-related frailty. It is acknowledged that a person can be vulnerable regardless of age however and this policy seeks to give officers, volunteers and elected members the mechanism

		to support and report. Guidance is contained within the policy for recognising factors which determine vulnerability and gives examples of areas of concern and behavioural indicators to assist staff.
Disability	Positive	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk. Section 4 of the policy defines an adult at risk as being frail due to age, ill health, physical disability or cognitive impairment, or a combination of these. It goes on to list learning, physical and sensory disability as potential concerns in safeguarding adults and also recognises those with mental health issues including dementia or a personality disorder. Long-term illness is also highlighted as an area of possible vulnerability. Guidance is contained within the policy for recognising factors which determine vulnerability and gives examples of areas of concern and behavioural indicators to assist staff.
Race	Positive	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk. Section 8 of the policy raises awareness of cultural practices such as female genital mutilation, forced marriage, human trafficking and honour-based violence.
Gender Reassignment	Neutral	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk.

Religion or Belief	Positive	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk. Section 8 of the policy raises awareness of cultural practices such as female genital mutilation, forced marriage and honour-based violence.
Sex	Neutral	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk.
Sexual Orientation	Neutral	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk.
Pregnancy and Maternity	Neutral	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk.
Marriage and Civil Partnership	Positive	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk. Section 8 of the policy raises awareness of cultural practices such as forced marriage and honour-based violence.
Carers	Positive	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk. Section 4 of the policy raises awareness of the potential vulnerability of a carer such as a family member/friend who provides personal assistance and care to adults and is subject to abuse

Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past) *(IMD = Indices of multiple deprivation)	Positive	A person is not defined as vulnerable because of a single protected characteristic. However some characteristics may be a contributing factor in putting an adult at risk. Section 4 of the policy raises awareness of the potential vulnerability of a person with issues of substance and/or alcohol misuse. Isolation and social exclusion are also highlighted in section 4 as a contributory factor to a person's vulnerability.
General comments	This policy and its associated procedures have been developed to provide guidance to staff, volunteers and elected members of SKDC in their responsibilities towards adults at risk. It has also been put in place to inform contractors providing services that have direct impact on or involve adults at risk on behalf of South Kesteven District Council. The areas most commonly identified as types of abuse are listed in the policy as: sexual, physical, psychological, financial or material, neglect and discriminatory abuse. The policy also identifies other types of abuse which include self neglect, institutional abuse, hate crime, domestic abuse and in extreme circumstances the radicalisation of vulnerable individuals. It is important to remember however that just because someone is old, frail or has a disability, this does not mean they are inevitably 'at risk'. The policy clearly states that the key factor in determining vulnerability is a person's mental capacity to make informed choices concerning their own safety.	

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

South Kesteven District Council's policy and procedures are based on the Lincolnshire Safeguarding Adults Board Multi-agency policy and procedures. Specific data relating to safeguarding adults is collected on a case by case basis. Due to the sensitivity of this data and the obvious requirement for confidentiality this information is not shared beyond the required partners within the Safeguarding arena.

If there are any gaps in the consultation/monitoring data, how will this be addressed?

N/A

4. **Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.**

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	☒
<i>If you have checked option a) you will need to complete a Stage 3 analysis when your policy/service/function/strategy has been implemented</i>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	☐
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	☐
<i>If you have checked option c) you will need to answer questions c.1</i>		
d)	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	☐

- b.1 **In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?**

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- b.2 **Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.**

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If you have checked option b) you will need to complete a Stage 2 equality analysis

- c.1 **Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.**

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If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Signed (Lead Officer):
(Name and title)

Jane Booth
Service Manager – Housing Management

Date completed:

20 August 2013

Signed (Neutral Assessor):
(Name and title)

Jo Toomey
Principal Democracy Officer

Date signed off:

20 August 2013