

FULL EQUALITY IMPACT ASSESSMENT REPORT

Solihull Safeguarding Adults Multi Agency Procedures

Executive Summary

In March 2000 the 'No Secrets' Department of Health guidance was issued under Section 7 of the Local Authority Social Services Act 1970. It places a responsibility on social services to play a coordinating role in developing local policies and procedures for the protection of vulnerable adults from abuse. In addition, it states that other statutory agencies should 'work together in partnership to ensure that appropriate policies, procedures and practices are in place and implemented locally' In October 2005 the Association of Directors of Adult Social Services published "Safeguarding Adults", a national framework of standards for good practice. This framework identified eleven sets of good practice standards which if implemented will lead to the development of consistent, high quality adult protection work.

In order to meet the requirements of the Department of Health's 'No Secrets' 2000 guidance and the ADASS National Framework Solihull has Safeguarding Adults Multi Agency Procedures. These procedures are formally reviewed no less than every 2 years.

Research in to Safeguarding Adults is minimal and often related to older people; however there have been a number of high profile reports which informs Safeguarding Adults work. The research and reports that have taken place have identified a number of risk factors which impact on adult abuse. These risk factors relate to age, disability, ethnicity, health and capacity.

Locally, regionally and nationally data on Safeguarding Adults is being collected for local consideration and regional and national benchmarking. The "UK Study of Abuse and Neglect of Older People – Prevalence Survey Report" prepared for Comic Relief and the Department of Health, identified 2.6% of people aged 66 and over living in private households reported that they had experienced mistreatment involving a family member, close friend or care worker during 2006. In 2007-08 Solihull recorded 133 Safeguarding Adults referrals this increased to 369 in 2008-09 and 2392 in 2009-10.

As a result of practice, consultation and training significant changes have been made to Solihull Multi Agency Safeguarding Adults Procedures to ensure they are clear and easy to use so vulnerable adults are protected from abuse consistently regardless of the type of abuse, the circumstances of the abuse who the victim or perpetrator is or who makes the referral.

Specific sections have been added to give greater protection to the most vulnerable and the format of the procedures will now enable them to be reviewed, changed and enhanced in response to changes in legislation, practice and learning from serious case reviews.

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Introduction

In order to meet the requirements of the Department of Health's 'No Secrets' 2000 guidance and the ADASS National Framework Solihull has Safeguarding Adults Multi Agency Procedures. These procedures have never been the subject of an EIA screening or full assessment so this EIA is being carried out retrospectively to ensure they are fair to everyone in society and that they do not discriminate against anyone.

Background

In March 2000 the 'No Secrets' Department of Health guidance was issued under Section 7 of the Local Authority Social Services Act 1970. It places a responsibility on social services to play a coordinating role in developing local policies and procedures for the protection of vulnerable adults from abuse. In addition, it states that other statutory agencies should 'work together in partnership to ensure that appropriate policies, procedures and practices are in place and implemented locally' In October 2005 the Association of Directors of Adult Social Services published "Safeguarding Adults", a national framework of standards for good practice. This framework identified eleven sets of good practice standards which if implemented will lead to the development of consistent, high quality adult protection work.

Locally, regionally and nationally data on Safeguarding Adults is being collected for local consideration and regional and national benchmarking. The "UK Study of Abuse and Neglect of Older People – Prevalence Survey Report" prepared for Comic Relief and the Department of Health, identified 2.6% of people aged 66 and over living in private households reported that they had experienced mistreatment involving a family member, close friend or care worker during 2006. In 2007-08 Solihull recorded 133 Safeguarding Adults referrals this increased to 369 in 2008-09 and 2392 in 2009-10.

In order to meet the requirements of the Department of Health's 'No Secrets' 2000 guidance and the ADASS National Framework Solihull has Safeguarding Adults Multi Agency Procedures.

Methodology and Data Sources

Research into Safeguarding Adults is minimal and often related to older people; however there have been a number of high profile reports which inform Safeguarding Adults work. Significant research used includes reports from Action on Elder Abuse, MENCAP, CSCI and Disability Now.

Locally, regionally and nationally data on Safeguarding Adults is being collected for local consideration and regional and national benchmarking. The data collected locally, regionally and nationally relates to categories of who is abused, types of abuse, where abuse takes place, who are the perpetrators, where referrals come from etc.

Understanding service user's experience of the Safeguarding adults procedures will be collected late 2010-11.

Examples of best practice Multi Agency Procedures are always considered and 'experts' are sometimes asked to comment on draft versions such as the Serious Case Review procedures.

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Assessment of Adverse/Differential Impacts

Research, data and individuals experiences shared via consultations identifies they adults at risk of abuse are extremely vulnerable and issues of equality are particularly important as they are often isolated, have an illness or disability which impacts on them being able to report what is happening or they are physically unable to report what is happening.

In addition society does not recognise adult abuse as readily as they do child abuse. Raising awareness of adult abuse is extremely wide ranging as it affect all adults aged 18 years plus and there are seven different types of abuse – physical, sexual, financial, emotional, discriminatory, institutional and neglect.

Adult's right to make choices and unwise decisions also complicates Safeguarding Adults work.

It is essential that the Safeguarding Adults Multi Agency procedures are person centred so that issues of equality to the procedures is paramount.

Considerations of options to address adverse impact

Procedures are person centred.

Learning from local, regional and national serious case reviews inform procedures.

Training incorporates the person centred approach and the promotion of people human rights.

Communication with vulnerable adults is in a format which they can access such as large print, easy read, audio etc.

Sections in the procedure recognise the different response needed depending on the vulnerability of the individual. (Section 5, 13 & 14).

Monitoring arrangements

The Multi Agency procedures clearly show each section is required to be reviewed no less than every 2 years and the date of the review is recoded on the bottom of each page.

The Safeguarding Adults Board meets quarterly and challenges practices, policy and procedures.

The Safeguarding Adults Board produces an Annual report.

The Multi Agency Procedures now include a Quality Assurance Framework and periodic audits will be carried out to test policy and procedures.

A questionnaire to ascertain the experience of people who have been through the Safeguarding Adult procedures will be implemented in 2010-11.

External scrutiny will be undertaken by regulators such as CQC.

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Formal consultation

The Solihull Safeguarding Adults Multi Agency Procedures are followed by a number of different agencies and organisations – therefore they must be consulted to ensure they can comply with them. Consultation with partner agencies and organisations is undertaken by the Safeguarding Adults Board, sub committees and workshops.

Agencies and organisation on the Safeguarding Adults Board are expected to consult with the people they employ and represent.

Publication

The EIA will be published on the Solihull Care Trusts website.

Conclusions and Recommendations

This EIA has been completed retrospectively.

The procedures have a robust reviewing process publically advertised.

The Safeguarding Adults Board ensures comprehensive scrutiny and consultation with a wide range of groups.

Documents and information for the public is always produced in easy read as well as plain English.

Signed:



Date:

5/11/10

Signature of Responsible Director:

E&D office use only:

Equality and Diversity Manager Approval:

Date approved:

EQUALITY IMPACT ASSESSMENT – FULL ASSESSMENT FORM

The purpose of the full EIA is to

- Fully consider the potential negative or adverse impacts identified, or if it is a new policy which groups it might affect,
- Consult on the policy,
- Identify changes that can be made which would minimise or remove any discriminatory impact;
- Set up monitoring arrangements; and
- Complete an action plan and compile a report as a public record.

Read Section 5, Stage 3 of the EIA Toolkit before you complete this form.

Policy Title: Solihull Safeguarding Adults Multi Agency Procedure 2009

Names of Staff completing the full EIA: Sue Walton **Service Area:** Safeguarding Adults Team **Directorate:** Clinical Governance

Lead Officer: Sue Walton **Contact Number:** 0121 713 8889

1. In which areas are there concerns that the policy could have a negative or adverse impact or for a new policy which groups it might affect?

- | | | |
|----------------|-------------------|---|
| ✓ Race | ✓ Gender | ✓ Disability |
| ✓ Age | ✓ Religion/Belief | ✓ Sexual Orientation |
| ✓ Trans Gender | ✓ Human Rights | <input type="checkbox"/> Other (please state) |

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2. **Background** – Please give the background information to the policy and summarise the likely negative or adverse impact(s):

In March 2000 the 'No Secrets' Department of Health guidance was issued under Section 7 of the Local Authority Social Services Act 1970. It places a responsibility on social services to play a coordinating role in developing local policies and procedures for the protection of vulnerable adults from abuse. In addition, it states that other statutory agencies should 'work together in partnership to ensure that appropriate policies, procedures and practices are in place and implemented locally'.

In October 2005 the Association of Directors of Adult Social Services published "Safeguarding Adults", a national framework of standards for good practice. This framework identified eleven sets of good practice standards which if implemented will lead to the development of consistent, high quality adult protection work.

Locally, regionally and nationally data on Safeguarding Adults is being collected for local consideration and regional and national benchmarking. The "UK Study of Abuse and Neglect of Older People – Prevalence Survey Report" prepared for Comic Relief and the Department of Health, identified 2.6% of people aged 66 and over living in private households reported that they had experienced mistreatment involving a family member, close friend or care worker during 2006. In 2007-08 Solihull recorded 133 Safeguarding Adults referrals this increased to 369 in 2008-09 and 2392 in 2009-10.

In order to meet the requirements of the Department of Health's 'No Secrets' 2000 guidance and the ADASS National Framework Solihull has Multi Agency Procedures. These procedures are formally reviewed no less than every 2 years. This is the first EIA on the Multi agency procedures

EQUALITY IMPACT ASSESSMENT – FULL ASSESSMENT FORM

3. **Consultation** – what external consultation is planned (for the relevant areas identified in question 1 above):

Equality Target Area	Group(s) or Organisation(s) to be consulted	Method of Consultation
Age	All board members which includes: SNBC, Care Trust, WM Police, WM Ambulance, WM Probation, SCH, HEFT, BSMHFT, C&WPT, Age Concern, Carers Centre, DWP, Solihull Action through Advocacy and care providers.	Board meetings Sub committee meetings Individual organisation submissions Workshops
Disability	As above	As above
Race	As above	As above
Gender	As above	As above
Religion & Beliefs	As above	As above
Human Rights	As above	As above
Sexual Orientation	As above	As above

4. **Previous Consultation** – if there has already been some consultation, what has it indicated or revealed about the negative or adverse impact of this policy?

The Department of Health 'No Secrets' and ADASS framework were developed following consultation nationally to ensure adults who are vulnerable due to their age, disability (Physical, Learning or Mental) or illness were recognised to be at risk of abuse and were afforded protection from abuse ensuring their Human Rights are upheld.

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5. **Internal Consultation** – what consultation is planned or has taken place with Solihull Care Trust Staff, including those that have or will have direct experience of implementing the policy?

Consultation has taken place with Care Trust staff via: the regular monthly Safeguarding Adults Operational Management meeting, monthly Adults Social Care and Safeguarding Adults Polices and Procedures meeting, email for comments, manager discussions with staff testing out sections, workshops and feedback from training.

6. Research – identify the sources of research and data. Use the table below to record what has been or will be carried out to guide and inform the EIA.	
Identify the source	Which equality target group does it relate to?
Hidden Voices: Older Peoples Experience of Abuse – Action on Elder Abuse	Age, Disability, Gender, Race, Human Riaghts
UK Study of Abuse and Neglect of older people – Prevalence Survey Report – Comic Relief and DH	Age, Disability, Gender, Human Rights
Death by Indifference – MENCAP	Disability, Human Rights
The Financial Abuse of Older People – A Review of Literature – Help the Aged	Age, gender, disability.
Safeguarding Adults – A study of the effectiveness of arrangements to safeguarding adults from abuse - CSCI	Age, Disability, Gender, Race.
Treat me right – better healthcare for people with learning disabilities - MENCAP	Disability, Human Rights
Raising Voices – Views on Safeguarding Adults	Age, Disability, Gender, Race.

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Six Lives: the provision of public services to people with learning disabilities – Local Government Ombudsman	Disability, Human Rights
Investigation into Mid Staffordshire NHS Foundation Trust	Healthcare Commission
Independence, wellbeing and choice inspection – Solihull - CSCI	Age, Disability, Gender, Race.
Getting away with murder – disabled people's experiences of hate crime in the UK – Disability Now	Disability, Gender, Race, Transgender, Sexual Orientation
CPS Hate Crime Report 2008-09	Disability, Gender, Race, Transgender, Sexual Orientation
Safeguarding Adults Activity Data Solihull, West Midlands and Comparator LA	Disability, age

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Complete the following sections after the consultation and research has been undertaken.

Results of Consultation and Research

7. Assessment of Impact – please provide details of the assessment of the policy:

Research and individuals experiences shared via consultations show some people are more vulnerable to abuse than others. These risk factors are:

- ✓ Age – the older a person is the more likely they are to be abused. Solihull has a significant fast growing older people population.
- ✓ Increased physical disability makes people more vulnerable. Improved healthcare has resulted in people with complex healthcare needs and disabilities are living longer.
- ✓ Adults with learning disabilities may not understand acceptable levels of support or may be in situations where abuse from other service users is more likely and communication difficulties may mean reporting abuse difficult. Improved healthcare has resulted in people with learning disabilities living longer.
- ✓ Research has shown that people with mental health illnesses often are not believed or find themselves in situations where abuse from other service users is possible.
- ✓ Individual's sensory impairments may make reporting abuse difficult or identifying their abuser difficult.
- ✓ Adults with dementia may not be able to articulate the abuse they are experiencing. It is particularly important to assess individual's mental capacity. As Solihull's population grows older research shows more people will develop dementia.
- ✓ Ethnicity / culture. If English is not the person's first language – reporting abuse may be difficult. It is particularly important to use independent interpreters to aid communication – never use family members.
- ✓ Social isolation. If a person has limited family or social networks they will have less external scrutiny to identify any signs of abuse or mistreatment.
- ✓ Previous victim of abuse. Victim of abuse often have low self-esteem and or a belief system supporting abusive behaviour as a legitimate response to situations.

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8. Consideration of Measures – this section should explain in detail what changes will be made to the policy as a result of the research and consultation:

The procedures have been divided into 20 sections so that they can be reviewed quickly in response to changes in legislation, guidance or serious case reviews.

A greater emphasis has been given to making the procedure person centred.

Greater clarity has been provided so procedures can be followed consistently regardless of the type of abuse, the circumstances of the abuse who the victim or perpetrator is or who makes the referral.

New sections on Advocacy and perpetrators have been added to help to protect the most vulnerable.

New guidance on risk assessment has been included to ensure that those who are more vulnerable to abuse are identified and protected.

A comprehensive range of data is collected monthly and quarterly. This data is analysed and used to inform further work which may be prevention work or development of appropriate policies and procedure.

9. Monitoring Arrangements – Outline the systems which will be put in place to monitor the impact of this policy in the future, identify how it will be evaluated, reviewed and reported upon.

The Multi Agency procedures clearly show each section is required to be reviewed no less than every 2 years and the date of the review is recoded on the bottom of each page.

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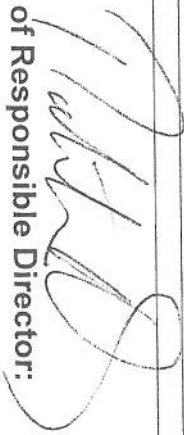
External scrutiny will be undertaken by regulators such as CQC.

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Next Steps:

- A. Complete an Action Plan
- B. Complete a Report on the full EIA (see report template for information)
- C. Sign and date this form
- D. Obtain your Directors signature for approval of the full EIA
- E. Send a copy of this form and the report to the Equality and Diversity Manager for final sign off.
- F. The Report will be published on the Internet.

Signed:



Date:

5/11/10

Signature of Responsible Director:

Date:

E&D office use only:

Sign off by Equality and Diversity Manager:

Date: