



Equality Impact: Screening and Assessment Form

Section 1: Policy details - policy is shorthand for any activity of the organisation and could include strategies, criteria, provisions, functions, practices and activities including the delivery of our service.	
a. Name of policy or practice (list also any linked policies or decisions)	Public Protection Policy incorporating Adult & Child Support and Protection and other Vulnerable Groups.
b. Name of department	Clinical Directorate
c. Name of Lead	Karen Wilson – Executive Lead Jill Fletcher – National Public Protection Lead
d. Equality Impact Assessment Team [names, job roles]	Gail Buchan – PTS Team Leader Graeme Ferguson – Regional HR Manager Jill Fletcher – National Public Protection Lead
e. Date of assessment	6 th February 2015
f. Who are the main target groups / who will be affected by the policy?	Children & Adults who may at risk from harm.
g. What are the intended outcomes / purpose of the policy?	<ul style="list-style-type: none"> To help raise awareness, educate and support staff in identifying these vulnerable groups, ensuring a clear concise understanding and a robust referral process to follow. To heighten awareness and understanding in relation to the legal obligation both the SAS and the individual in relation to reporting Public Protection concerns
h. Is the policy relevant to the General Duty to eliminate discrimination? advance equality of opportunity? foster good relations?	Yes
If yes to any of the three needs complete all sections of the form (2- 7)	

<p>If no to all of the three needs provide brief detail as to why this is the case and complete only section 7 If don't know: complete sections 2 and 3 to help assess relevance</p>	
--	--

<p>Section 2: Evidence, consultation and involvement Please list the available evidence used to assess the impact of this policy, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.</p>			
<p>a. Previous consultation / involvement with community, including individuals or groups or staff as relevant. Please outline details of any involvement / consultation, including dates carried out and protected characteristics</p>			
Details of consultations - where, who was involved	Date	Key findings	Protected characteristics
<p>Version 2 was discussed at the National Public Protection Advisory Group (NPPAG)</p>		<ul style="list-style-type: none"> • More information was required in relation to Adult Support & Protection (reference to the Act) • More information was required in relation to Child Support & protection, considering reference to GIRFEC. 	<p>Age</p>
<p>Executive Lead, National PP Lead and Head of CG & PS.</p>		<ul style="list-style-type: none"> • Decided it was relevant to have an overarching Policy incorporating Adult & Child Support & Protection Sections. • The need for a web reference list to allow staff to access more detailed information if required • Agreed to provide an organisational chart to inform all staff who their relevant PP lead is 	<p>Disability</p>
<p>Version 3 was discussed at the (NPPAG)</p>		<ul style="list-style-type: none"> • A consensus that the relevant points had been actioned and the Policy was ready for submission to the Clinical Governance Committee for approval 	<p>Gender reassignment</p>

Clinical Governance Committee (CGC)		<p>Public Protection Policy submitted for approval.</p> <ul style="list-style-type: none"> • Approval refused on the basis that more detail was required in specific areas in relation to 'other vulnerable groups' • Assistance from a non-executive Director was given with a very helpful clear guide on areas requiring addressed – in particular around other vulnerable groups (domestic violence) • Approval given at second CGC meeting. 	Gender / sex
National Public Protection Lead, Executive Lead and Head of CG&PS		<ul style="list-style-type: none"> • A meeting to discuss a more detailed Policy relating to all sections was arranged. • It was decided to have a completely separate Mental health Policy and to continue with the overarching Policy incorporating A&CSP and Other Vulnerable Groups 	Marriage / civil partnership *
National PPAG (small focus group)		<ul style="list-style-type: none"> • It was suggested that a small focus group would be set up to continue the work on the PP Policy (due to work constraints & REAP level pressures two meetings were cancelled) • The National Public Protection lead continued to work on the Policy in the interim to ensure completion in time for re-submission to the CGC in Feb 2015. 	Pregnancy / maternity
Equality Impact Assessment		<ul style="list-style-type: none"> • Paperwork completed and submitted to Equalities Manager for approval and publication 	Race
			Religion / belief
			Sexual orientation
Public Protection Policy		In rural areas and small communities and also where	Cross cutting - e.g. health

process		there is homeless people living, through the work and process of this Policy it will encourage a more active role in identifying these people to the necessary authorities as vulnerable people and people at risk from harm who need either help, support or protection, where they might otherwise have gone unnoticed.	inequalities - people with poor mental health, low incomes, involved in the criminal justice system, those with poor literacy, are homeless or those who live in rural areas. Other?
---------	--	---	---

	Available evidence
b. Research and relevant information	A list of on-line research has been attached
c. Knowledge of policy lead	<ul style="list-style-type: none"> • Currently about to re-enter PG study on Child Protection. • Collaborative working with SG on ASP in A&E settings • Current member on the following groups: (list attached)
d. Equality monitoring information -- including service and employee information	<ul style="list-style-type: none"> • Trial implemented within the Grampian area to test out the elearning package, bespoke training case study package & the referral/reporting process • Throughout Scotland 67 'train the trainers' have completed this process through joint collaborative delivery by the training co-ordinator at NHS Grampian. Evaluation forms have been returned to Jacqui MacKintosh – joint training co-ordinator NHS Grampian.
e. Feedback from service users, partner or other organisations as relevant	<ul style="list-style-type: none"> • Feedback from the SW Adult Protection Committee (APC) was positive in relation to the work that the SAS is undertaking to provide staff with awareness training and also the commitment and time invested in ensuring that the referrals pathways are easily accessible. • Feedback from NE APC is very positive specifically in

	relation to collaborative working towards better outcomes for adults and children who require support or protecting from harm.
f. Other	
g. Are there any gaps in evidence? Please indicate how these will be addressed	
Gaps identified	
Measure to address these; give brief details. Further research? Consultation? Other	
Note: specific actions relating to these measures can be listed at section 5	

Section 3: Analysis of positive and negative impacts Please detail impacts in relation to the three needs specifying where the impact is in relation to a particular need - eliminating discrimination, advancing equality of opportunity and fostering good relations			
Protected characteristics	i. Eliminating discrimination	ii. Advancing equality of opportunity	iii. Fostering good relations
Age			
Positive impacts	All age groups are covered within this Policy. It ensures that children and vulnerable adults have a voice. Encourages good collaborative working between SAS & partner agencies within the Health & Social care setting which all focus toward improved person centred care.		
Negative impacts	Culture barriers and a lack of understanding in relation to UK legislation.		
Opportunities to enhance equality	People who may be in a deprived/less privileged situation will be given more support and more recognition through the process/implementation of this Policy		

Disability	
Positive impacts	<ul style="list-style-type: none"> • This Policy ensures that disabled people are supported and protected equally in relation to adult and child support & protection concerns. There is no difference in process whether they are disabled or able bodied and will be progressed exactly the same ensuring that equality is evident.. • This Policy states that just because someone has a disability it does not necessarily imply that they are an adult or child at risk and there should always be a robust assessment carried out prior to a referral being made. It encourages each person to be treated as an individual.
Negative impacts	
Opportunities to enhance equality	Educating and re-enforcing that disabled people are protected under the same Parliamentary Acts as able bodied people and there is no difference/segregation from this within our Policy..
Gender reassignment	This Policy ensures that no-one is discriminated against and is treated fair and equal.
Positive impacts	<ul style="list-style-type: none"> • This Policy ensures that people who have selected to have gender reassignment carried out are not treated any differently and will be given the same support and protection as all others who may require it.
Negative impacts	
Opportunities to enhance equality	<ul style="list-style-type: none"> • This Policy will help support people who may feel more vulnerable because they are viewed as 'different' in a way in which it ensures that treatment delivery is exactly the same for everyone.
Gender / sex	This Policy ensures that gender is not a barrier to accessing support or protection.
Positive impacts	<ul style="list-style-type: none"> • This Policy has a specific section that focuses Gender Based Violence (GBV) and identifies that both genders can be at risk and therefore does not discriminate against either gender.
Negative impacts	
Opportunities to enhance equality	This Policy helps to raise awareness on GBV and other vulnerable groups.
Marriage / civil partnership	Nil to note
Positive impacts	

Negative impacts	
Opportunities to enhance equality	
Pregnancy / maternity	
Positive impacts	<ul style="list-style-type: none"> • Early identification of child pregnancy that may otherwise go undetected. • Early identification of 'at risk' unborn child that may otherwise go undetected due to no ante-natal care
Negative impacts	
Opportunities to enhance equality	<ul style="list-style-type: none"> • To ensure that young girls who are pregnant get access to relevant and vital healthcare and are protected from further harm. • To ensure that early signs of an unborn child risk can be identified and brought to the attention of health & social care partners for intervention, support and protection if required
Race	Nil to note
Positive impacts	
Negative impacts	
Opportunities to enhance equality	
Religion / belief	Nil to note
Positive impacts	
Negative impacts	
Opportunities to enhance equality	
Sexual orientation	Nil to note
Positive impacts	
Negative impacts	
Opportunities to enhance equality	
Cross cutting - e.g. health	The Policy raises awareness in relation to vulnerable adults and children who may be at risk due

<p>inequalities people with poor mental health, low incomes, involved in the criminal justice system, those with poor literacy, are homeless or those who live in rural areas. Other</p>	<p>to geographical location and a lack of availability or accessibility to services.</p>
<p>Positive impacts</p>	
<p>Negative impacts</p>	
<p>Opportunities to enhance equality</p>	<ul style="list-style-type: none"> • To utilise the referral process that will raise awareness around support required in rural and remote areas where access to services maybe more of a challenge. • To progress with a more collaborative approach in relation to identifying homeless people who may otherwise be undetectable.
<p>Note: specific actions relating to these measures can be listed at section 5</p>	

<p>Section 4: Addressing impacts Select which of the following apply to your policy and give a brief explanation - to be expanded in Section 5: Action plan</p>	
	<p>Reasons</p>
<p>a. No major change - the EQIA shows that the policy is robust, there is no potential for discrimination or adverse impact and all opportunities to promote equality have been taken</p>	<p>I feel that this Policy approaches the process of protecting the public from risk or harm in a positive way. It does not discriminate against one specific individual or group of people and ensures that the process indicated is applied within any setting. It supports and guides staff to do the right thing.</p>
<p>b. Adjust the policy – the EQIA identifies potential problems or missed opportunities and you are making adjustments or introducing new measures to the policy to remove barriers or promote equality or foster good relations</p>	

<p>c. Continue the development and implementation of the policy without adjustments – the EQIA identifies potential for adverse impact or missed opportunity to promote equality. Justifications for continuing without making changes must be clearly set out, these should be compelling and in line with the duty to have due regard. See option d. if you find unlawful discrimination. Before choosing this option you must contact the Equalities Manager to discuss the implications.</p>	
<p>d. Stop and remove the policy - there is actual or potential unlawful discrimination and these cannot be mitigated. The policy must be stopped and removed or changed. Before choosing this option you must contact the Equalities Manager to discuss the implications.</p>	

<p>Section 5: Action plan Please describe the action that will be taken following the assessment in order to reduce or remove any negative / adverse impacts, promote any positive impacts, or gather further information or evidence or further consultation</p>					
Action	Output	Outcome	Lead responsible	Date	Protected characteristic / cross cutting issue*
Ensure representation on all A/CPC's		Will provide assurance to the Board and CEO that all legal	Divisional Leads representation.		

		obligations and good practices are being followed.			

* list which characteristic is relevant - age, disability, gender reassignment, gender / sex, marriage and civil partnership, pregnancy and maternity, race, religion / belief, sexual orientation or cross cutting issue e.g. poor mental health, illiteracy etc

Section 6: Monitoring and review

Please detail the arrangements for review and monitoring of the policy

	Details
a. How will the policy be monitored? Provide dates as appropriate	<ul style="list-style-type: none"> • Continuous updates of referral numbers gained through the A/CPC's and Datix reporting • Quarterly reporting provided by the NPPAG leads • Quarterly reporting provided to the Clinical Governance Committee
b. What equalities monitoring will be put in place?	
c. When will the policy be reviewed? Provide a review date.	April2017

Section 7: Sign off

Please provide signatures as appropriate

Name of Lead	Title	Signature	Date
Jill Fletcher	National Public Protection Lead		
Completed form: copy of completed form to be retained by department and copy forwarded to Equalities Manager for publication on Service website			
Provide date this was sent			