

Borough of Poole Equality Impact Assessment

Function:	Safeguarding Provision
Service Unit, Strategic Lead or Partnership:	Adult Social Services, Commissioning & Social Care & Wellbeing Units
Names & roles of officers/ partners undertaking EQIA:	EQIA Lead Officer, Di Wharam, PO Equalities, Training & Support. Hayley Seymour, PO for Safeguarding & Mental Health. Iain Baker, Practice Supervisor for Adult Protection Katrina Keenan, Training Manager.
Date completed:	9/03/09
<u>Aims of the Function</u>	
<p>The aims of the function are to provide a high-quality service to adults within the Borough of Poole. This is delivered by:</p> <ul style="list-style-type: none"> • Ensuring that all vulnerable adults within the borough are safeguarded against abuse, neglect and harm by undertaking timely and good quality investigations and developing multi-agency protection plans. • Delivering the service through collaborative working with the Police, Primary & Secondary Health Care, Independent & Voluntary sector partners and all other relevant stakeholders. • Making available high quality training to all partner agencies. • Ensuring that all relevant staff are trained to an appropriate level. • Providing dual agency Investigator training and Refresher training that is of high quality. • Ensuring accountability and ownership at all levels by informing and supporting staff and partners. <p>It aims to benefit:</p> <ul style="list-style-type: none"> • The local community. • All service users across all equality strands. • Those with addictions, long-term conditions including physical and mental health, learning disabilities and older people. • Those who may be eligible for a community care service <p>The Principal Officer for Safeguarding and the Senior Management Team are responsible for the function and all staff and partner agencies implement it.</p>	

It supports the following Council corporate objectives:

- Supporting children and young people
- Promoting health and well-being
- Strengthening our communities

It supports, among others the following legislation/ policy/codes of practice:

Commissioned services are linked to outcomes in Our Health, Our Care, Our Say. Mental Health Act, Mental Capacity Act, Community Care Act, Supporting People legislation, Transforming Social Care, Race Relations Act, Disability Discrimination Act, Equal Opportunities Act, Supporting People legislation, Putting People First protocol. Personalisation agenda. Core values of BoP, Standing Orders, Corporate & Ass Procurement Toolkit, Standard terms & Conditions, Policies & Procedures. Better Care, Higher Standards. Protecting Families and Communities Guidance re addicts. SIP Good Practise Guidance, CSIP Fairer Contracting Guidance. Health & Safety At Work Act. Performance Assessment Framework Indicators/ National Indicators, National Service Frameworks.

Equality Strand	EQIA Evidence	SMART Actions	Performance Measures
All Strands	<p>Key findings:</p> <ul style="list-style-type: none"> - Borough of Poole has 138067 residents. 28182 people under the age of 18 and 28568 people aged over 65 years (2007 mid year estimates) - Poole has an aging population. Canford Cliffs has the highest percentage on the 50+, 65+ and 85+ age groups, with 65% of the population aged over 50. Canford Heath East has the lowest percentages per population in these three age groups, with only 25% of their population over 50 years old. Concentrations of over 85+ year olds are in Canford Cliffs, Poole Town and Parkstone. - Most recent data shows an alerting rate of over 398 cases calendar year to February 09. - 6 cases were related to people 19yrs and under this being 2% of total - 43 cases related to people between 50 and 65yrs this being 11% of total - 239 of the alerts related to people over 65yrs, this being 60% of total - 91 of the alerts related to people over 85yrs this being 23% of total 	<p>To continue to provide information about the signs of abuse to specific targeted groups by September 2009</p> <p>To develop services as a response to consultation April 2010</p> <p>To improve systems for collecting data around training delivery to vol. and independent sector by March 2010</p> <p>To include the requirement for the Voluntary and Independent Sector providers to attend training provided by BoP or approved provider in contracts by 2010/11</p> <p>A Standard to be developed for monitoring of contracts by Oct 2010</p>	<p>30% increase in contracted providers attending BoP safeguarding awareness training or BoP approved by Oct 2010</p>

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	<p>Current mitigating actions/ positive actions</p> <ul style="list-style-type: none"> - Improved information regarding Safeguarding via BoP website & a monthly newsletter - BoP internal procedures have been produced and hard copies provided to each Care Home and Nursing home, Domiciliary care agency, and supported living provider. This is to ensure transparency of practice. And to reinforce the role and function of the Adult Protection processes within Poole - Safeguarding team have attended local groups to promote good practice, raising awareness re procedures, signs of abuse, etc. - Actively contributed, via Care Services Improvement Partnership to the 'No Secrets' consultation event. - Presently, the voluntary, independent & private sector do not have an obligation to use BoP training provision. A lot of work has been done in making stronger links with the managers/ owners. - The quality of training currently delivered across the voluntary sector is unknown. Work has commenced to audit this provision. 	<p>To update BoP website to reflect changes in legislation and policy, and to promote safeguarding good practice through newsletter to public and partners by Oct 2009</p> <p>Updates amendments and reviewed information to be provided on each occasion Ongoing</p> <p>To collate good practice & quality issues and ensuring/ demonstrating organisational learning-ongoing.</p> <p>To contribute to South West consultation events</p> <p>To include the requirement for the Voluntary and Independent Sector providers to attend training provided by BoP or approved provider by 2010/11</p>	<p>100% of providers to have updated procedures at contract review visits</p>

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	<ul style="list-style-type: none"> - Pan Dorset Adult Protection Committee has been in place for four years and needs to move towards a proactive safeguarding board arrangement - Processes are in place to ensure safeguarding in terms of the management of property and finances. These include the Protection of property guidance and paperwork, and financial affairs processes. These are all available on the Council's intranet for ease of access - Identified the need for Safeguarding to be built into the Personalisation programme. - Principle Officer and Practice Supervisor for adult protection are engaged in the South West development group to build a tool kit for those purchasing their own services - A commitment to ensuring that our response and actions in relation to safeguarding meet good quality standards in a consistent manner - Training for elected Members has been developed. This will need to be repeated. 	<p>To establish a B'mth & Poole Safeguarding Board by May 09</p> <p>Annual review of procedures to be undertaken by Dec 09 / ongoing</p> <p>To develop and roll out Toolkit over 2009/10</p> <p>To undertake a systematic QA programme to ensure the quality of safeguarding investigations & protection planning (three and six monthly as per QAF)</p> <p>Safeguarding adults training to be undertaken with elected members- 6 monthly</p>	

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	<ul style="list-style-type: none"> - Engagement from other service units with the Borough in the Adult Protection training has been limited to date, and recruitment to the training needs to be broadened to encapsulate partner units including Revenue and Benefits and Housing & Community Care services - Joint appointment with Poole & B'mth NHS for a nurse for Safeguarding- March '09 - Recruitment of a Social Services Occupational Therapist specialising in Moving and Handling to support the Adult Protection processes is currently underway. 	<p>To increase Training up-take by all relevant units by Mar 2010</p> <p>To appoint Nurse and Occupational Therapist by July 09</p>	
<p>Older People</p>	<p>Key findings:</p> <ul style="list-style-type: none"> - As stated above 21% of Poole's population are over 65yrs old - Most recent data shows an alerting rate of over 398 cases calendar year to February 09. 239 of the alerts related to people over 65yrs, this being 60% of total. 91 of the alerts related to people over 85yrs this being 23% of total <p>Current mitigating actions/ positive actions</p> <ul style="list-style-type: none"> - Much of Adult Social Services work is targeted at older people and the staff that work in direct contact with these clients are able to access appropriate training related to adult protection. 	<p>To review and analyse age data and contributing factors on safeguarding alerts by March 2010</p> <p>To continue to provide Safeguarding training for new staff & existing staff who have not yet trained</p>	<p>100% of relevant staff will be trained in adult protection awareness by Mar 2010</p>

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	<ul style="list-style-type: none"> - Referrals rates within the Specialist Memory Support team have supported the appointment of a role specific Adult Protection Social Worker to manage much of the investigation work within the team and to support consistency and continuity within the team. The effectiveness of this post will be monitored and a decision arising as to whether each team should have a lead Social Worker for Safeguarding 	<p>To review of role to be undertaken by Oct 2009</p>	
<p>Children and young people</p>	<p>Key findings:</p> <ul style="list-style-type: none"> - There are 31,800 children and young people aged 0-19 living in Poole, according to the 2007 Mid Year Estimates (MYE), an increase of 200 from 2006. This comprises around 23% of the total population. - Most recent data shows an alerting rate of 398 case calendar year to February 09. Of this 159 cases were under 65, of these 6 cases were related to people 19yrs and under this being 2% - . <p>Current Mitigating actions/positive action:</p> <ul style="list-style-type: none"> - The Transitions Strategy Board has been established and a terms of reference has been agreed between children's and adult services along with relevant key stakeholders to drive forward the actions necessary to address identified issues. The Principle Officer for Adult Protection sits on the transition panel with CYP and early knowledge of children approaching transition to adulthood can be managed through this route - The same is true of the Learning Disability team in that they actively work alongside CYP for significant period prior to transition The Learning Disability team manager sits on the transition operational group to ensure appropriate transition of young people with learning disabilities 	<p>To improve on existing Transitions planning pathways for young people and parents/carers (ongoing)</p>	

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	<ul style="list-style-type: none"> - Awareness of Child protection procedures is strong within Adult Social Services, and we actively refer and joint work cases were children are believed to be at risk and there is an adult who may be in need of Community care services 	<p>To review joint working protocol by Sept 2009</p>	
<p>Disabled people</p>	<p>Key findings:</p> <ul style="list-style-type: none"> - 25,500 (18%) of residents said that they had a long term limiting illness. Over 50% were over 65 years old (Census 2001). For those over 65 years old this is likely to increase by 29% from 13,200 to 17,000 by 2020. - The number of people with learning disabilities in Poole known to Adult Social Services is currently approximately 475. Those over 60 is predicted to increase by 36 % between 2001-2021. About 2% of the population have a learning disability. - Of the 398 case alerts to February 09, 117 cases were in relation to people with a Learning Disability. This being 29% of the total. Many of these have had more than one alert of this period of time. <p>Current mitigating actions/ positive actions</p> <ul style="list-style-type: none"> - Levels of reporting re alerts regarding Learning Disabled service users has significantly increased in '08/'09 due to better processes & training. - Learning Disability Qualification is required of all staff (since '02), which incorporates Safeguarding training. 	<p>To review and analyse disability data and contributing factors on safeguarding alerts by March 2010</p> <p>To continue to work with LD services and partners in awareness raising / effective reporting</p>	

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	<ul style="list-style-type: none"> - Contract with Dorset Advocacy and they support people where safeguarding issues were identified and there is no nearest relative to advocate for the service user or in cases where the nearest relative is the alleged perpetrator. Dorset Advocacy supported 9 service users in relation to safeguarding in 2008/9 however service users can access advocacy from other source - Poole Forum represents service users with learning disabilities and is supported by Social Services. - Training sessions are presently being planned for the Men's' & Women's' Groups to raise awareness re neglect & abuse. - Safeguarding Principle Officer given a talk at the Staying Safe Summit for people with learning disabilities - Poole Forum is providing 'Quality Checkers' who will provide a monitoring role within LD services, especially with regard to Moving On from Hospital services. Specific training re Safeguarding and how to spot signs has been tailored for this team. 	<p>To monitor advocacy support via providers other than Dorset Advocacy by March 2010.</p> <p>Safeguarding reports to be shared with Poole Forum 6 monthly</p> <p>To deliver sessions on these issues in May 2009</p> <p>To deliver safeguarding awareness training for all new Quality Checkers in May 09</p>	

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	<ul style="list-style-type: none"> - A high number of alerts are repeat alerts relating to the same individuals living in congregate living environments. These often relate to comparatively minor incidents but the cumulative impact on victims is considerable. 	<p>To continue to work proactively with partner agencies and providers to improve practice and the effective management of harmful behaviours, and prioritise planned moves where individuals can no longer live in harmony.</p>	<p>Reduce no. of repeat alerts from congregate living environments by at least 10% over the next 12 months</p>
<p>People of different faith or belief</p>	<p>Key findings:</p> <ul style="list-style-type: none"> - Census 2001 Almost ¾ of Poole's population said they were Christian. 16% stated they had no religion, for 8% religion was not stated, and the remaining 1% belong to other denominations - The conurbation has had a long-standing Jewish community (which has a significant older population) has a growing Muslim and Polish community, has very small numbers of people from the Sikh, Buddhists, Bahia. Poole's population is diversifying further to include small numbers of people of other different faith and cultural backgrounds. - Some ethno-faith groups are less likely to know about Council services and where to go for support. We do not have statistics related to religion at this time, but this is an area under development. Following reviews, religion has been incorporated onto the Alert form to enable to capture of this data. <p>Current mitigating actions/ positive actions</p> <ul style="list-style-type: none"> - Links have been made with Faithworks Wessex to explore how briefings for communities and congregations can be developed. - Initial links with local Synagogue to be built upon to identify issues re isolated, vulnerable, older Jewish people. 	<p>To develop relationship with Jewish community & other faith groups by June 2009</p>	

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	<ul style="list-style-type: none"> - Links developed with Chinese Christian Community Fellowship. Arranged to visit Evergreen Fellowship- discussions have taken place re vulnerable adults and how isolated Chinese older people are potentially vulnerable to abuse. - Adult Social Services are working in partnership with B'mth Chinese School in arranging a Safety In The Home event 	<p>To raise awareness about risk and vulnerable adults- 28th Apr, '09</p> <p>To raise awareness at May 09 event</p>	
<p>Gender / Trans people</p>	<p>Key findings:</p> <ul style="list-style-type: none"> - Poole's total population is 137,100 of whom 65,700 (48%) are males and 71,400 (52%) are females (census data 2007). 17% of males and 18% of females who were living in households in Poole in 2001 regarded themselves as suffering from a limiting long- term illness - Difficulties in establishing accurate statistics re Domestic Violence due to procedures being unclear. Attendance at MARAC meetings will give adult services a clearer picture and trends of abuse and appropriate policies will be in place - Of the 398 case alerts to February 09, 238 of the cases related to female victims. 60% of the total. <p>Current mitigating actions/ positive actions</p> <ul style="list-style-type: none"> - Domestic Violence Policy recently been implemented and there is good information on BoP website re Domestic Violence. - Cases & incidents are tracked through monthly Multi Agency Risk Assessment Conferences (MARAC) which is now attended by a member of the Adults safeguarding team 	<p>To build on Multi-Agency Risk Assessment Conference (MARAK) for domestic violence, specifically linking to Safeguarding issues April 2009</p> <p>To develop new practices & protocols during 2009</p> <p>To raise awareness of safeguarding and the appropriate responses women from Council</p> <p>To prioritise Domestic Violence training for investigators over 2009/10</p> <p>To deliver MARAC referral risk assessment training to front line assessment staff by March 2010</p>	

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Black and minority ethnic people	<p>Key findings:</p> <ul style="list-style-type: none"> - Census 2001 Poole data BME communities made up 4% of the population (2.2% from white-other ethnic groups). - The make up of the BME population is diversifying. Mid year 2006 estimates show for those over 65 years old the White British and white other ethnic groups make up 99.1% of Poole's population. For the same age 0.9% are non-white BME groups and 'white other ethnic groups' make up 2.6%. For all Poole residents 96.3% are from White British and white other ethnic groups, 3.7 are non-white BME groups and '2.8% are white other ethnic groups' - From schools census data shows a changing younger BME population. There are some communities – eg Jewish, Chinese, Bengali, and Portuguese - with the older people living locally. Older people are however less likely to come from BME groups than younger people. <p>Current mitigating actions/ positive actions</p> <ul style="list-style-type: none"> - The numbers of BME in older people are low we still believe concerns of safeguarding are under reported. Recognise the need to engage with BME groups to raise awareness of safeguarding. - Good working relationships with Dorset Healthcare Trust BME community development workers. Supported the Needs not numbers research and continuing Race Equality in Mental Health work programme. - We have an adult protection leaflet but need to ensure that we offer accessible information to BME groups 	<p>To develop a Corporate Community Engagement Strategy by November 2009</p> <p>To improve information provision and outreach to BME groups by September 2010</p>	<p>Lead to an increase in referrals -E47 & E48</p>

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Lesbian, Gay or Bisexual people	<p>Key findings:</p> <ul style="list-style-type: none"> - B'mth & Poole have higher proportion of older people in general and Bournemouth has the 5th largest lesbian/gay population in the UK. Therefore it is almost certain that teams are supporting service users who feel unable to discuss their sexual orientation. The service does not collect stats re sexual orientation and therefore we do not clearly know what the population of this client group is in Poole or the age profile or vulnerability - The recommendations of Lifting The Lid (Gay & Grey) have not been fully implemented. The report highlights that some gay men/lesbians have concerns about care in later life, and some wish to have same gender care, for example. - Contracts and service improvement team with adult services will monitor and ensure that providers are aware of discrimination in relation to these client groups and ensure that action is taken to address any issues arising - Lifting The Lid (Gay & Grey) tells us that isolation & exclusion are commonplace and that responsive public services can reduce this. <p>Current mitigating actions/ positive actions</p> <ul style="list-style-type: none"> - All care management/social work staff undertake anti-discriminatory training 		<p>To communicate effectively with gay, lesbian and bisexual people across the whole of safeguarding agenda. Implement Gay & Grey research (as below) by Mar '10</p> <p>To develop briefings, training and supporting guidance based on good practice and Gay and Grey research for ASS workers by March 2010.</p>	
Review date:	March 2012	Sent record to PERD Rep and <u>Improvement and Policy Officer – Equalities</u>		Yes