



Safeguarding Adults Policy

October 2022

Authorship:	Designated Professionals Safeguarding Adults, North Yorkshire.
Committee Approved:	ICB Quality Committee
Approved date:	October / 2022
Review Date:	October / 2024
Equality Impact Assessment:	Completed included at Appendix 1. Initial impact assessment undertaken using H&NY Tool. No impact identified which would require patient experience, patient safety, clinical effectiveness or workforce assessments to be undertaken.
Target Audience:	ICB and its Committees and Sub-Committees, ICB Staff, agency and temporary staff & third parties under contract
Policy Number:	ICB 28
Version Number:	0.1

The on-line version is the only version that is maintained. Any printed copies should, therefore, be viewed as 'uncontrolled' and as such may not necessarily contain the latest updates and amendments.



POLICY AMENDMENTS

Amendments to the Policy will be issued from time to time. A new amendment history will be issued with each change.

New Version Number	Issued by	Nature of Amendment	Approving Body	Approval Date	Date Published on Website
N/A	North Yorkshire CCG	N/A	Joint Quality and Clinical Governance Committee	03/04/2019	03/04/2019
0.1	Humber & North Yorkshire ICB	Amendment of North Yorkshire CCG Policy to meet requirements of H&NY ICB	Quality Committee	October 2022	October 2022



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1.0 Introduction

This policy sets out the statutory requirements for the safeguarding of adults at risk of harm or abuse that apply across NHS Humber and North Yorkshire Integrated Care Board (ICB) and Integrated Care Partnership (ICP).

NHS Humber and North Yorkshire Integrated Care Board has a statutory duty to make arrangements to safeguard adults from abuse and neglect within its own organisation and within organisations from which it commissions services.

Safeguarding is everyone's responsibility and aims to protect people's health, wellbeing, and human rights, and enable them to live free from abuse and neglect.

The safeguarding duties apply to an adult who:

- has needs for care and support (whether or not the local authority is meeting any of those needs)
- is experiencing, or at risk of, abuse or neglect and
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

An adult is defined as a person aged 18 years and above. An adult experiencing, or at risk of abuse or neglect will hereafter be referred to as 'the adult' throughout the policy.

In discharging safeguarding duties in this policy, account must be taken of:

- All the legislation and guidance listed in sections 13 and 14 of this policy
- Local Multi-Agency Safeguarding Adult Board Policies and Procedures (refer to section 6 of this policy)
- Any other NHS Humber and North Yorkshire ICB policies which promote the welfare and wellbeing of staff, service users and patients.

2.0 Purpose

NHS Humber and North Yorkshire ICB fulfils its statutory duties under the Health and Social Care Act 2022. The Care Act 2014 necessitates the need to ensure that there are effective arrangements in place to safeguard adults from abuse or neglect.

The Making Safeguarding Personal agenda underpins the development of person-centred, outcome-focused response to safeguarding adults.



All adults have a right to protection. Some people are more vulnerable to abuse, exploitation, radicalisation and neglect due to a variety of factors, which could affect their own, and/ or their families, or carers' welfare.

All staff should be aware that age, gender, cultural or religious beliefs, disabilities, language or social backgrounds may also impact on an adult or child's ability to access help and support. When dealing with vulnerable people and their families, staff must give due consideration to these issues at all times. However, this must not prevent action to safeguard those who are at risk of, or experiencing, abuse.

Where concerns are identified, Humber and North Yorkshire ICB is committed to a proportionate and timely response to safeguard the adult(s) and/or child(ren) and young people within a multi-agency framework. This includes the sharing of information required by other agencies, within agreed protocols and legislation.

NHS Humber and North Yorkshire ICB will work collaboratively with the Local Safeguarding Adults Boards (LSAB) and other multi-agency partnerships to learn from experience and improve services. This will include conducting reviews, not only on cases that meet the statutory criteria, but also on cases that can provide useful insights into the way organisations are working together to safeguard adults.

NHS Humber and North Yorkshire ICB will work with partner agencies in order to develop quality systems, promote safeguarding practice across the health economy and effectively monitor performance of providers in relation to safeguarding adults. All organisations providing services commissioned by the ICB are required to demonstrate commitment to adult safeguarding and to working within agreed local multi-agency procedures, national guidance, and legislation.

The purpose of the policy is to ensure that no act of commission or omission on behalf of the ICB (as a commissioning organisation or by a service it commissions), puts a service user at risk of abuse or neglect and that robust systems are in place to safeguard adults.

The policy reinforces the organisational philosophy that safeguarding is everybody's business and that all staff should respond and act to raise safeguarding awareness and address present or emerging issues.

The policy applies to all staff and compliance with the policy is mandatory and legally binding between employer and employee. Non-compliance with a policy may therefore result in disciplinary action.

This policy applies to the Integrated Care Board, Integrated Care



Partnership, Committees and Sub-Committees, ICB Staff, agency and temporary staff and third parties under contract, including any person acting as an apprentice or on a volunteer basis. Any reference to staff or individuals applies to all the aforementioned.

This policy aims to ensure that no act or omission by NHS Humber and North Yorkshire ICB as a commissioning organisation, or via the services they commission puts a service-user at risk, and that robust systems are in place to safeguard and protect the welfare of adults at risk of abuse.

Safeguarding adults is everyone's responsibility and this includes:

- Prevention of harm and abuse through high quality care.
- Effective response to allegations of harm and abuse that are in line with local multi-agency procedures.
- Effective training and supervision in place for staff to meet their duties and responsibilities under safeguarding
- Use of learning to improve services

3.0 Definitions / Explanation of Terms

3.1 Adults at Risk

Under the Care Act 2014, safeguarding duties apply to an adult who is aged 18 or over and:

- has needs for care and support (whether or not the local authority is meeting any of those needs)
- is experiencing, or at risk of, abuse or neglect *and*
- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

An adult at risk may therefore be a person who, for example:

- is an older person who is frail due to ill health physical disability or cognitive impairment
- has a learning disability, has a physical disability and/or a sensory impairment
- has mental health needs including dementia or a personality disorder
- has a long-term illness/condition
- misuses substances or alcohol
- is a carer such as a family member/friend who provides personal assistance and care to adults and is subject to abuse
- lacks the mental capacity to make particular decisions and is in need of care and support.

This list is not exhaustive.

3.2 Types of abuse



- Physical Abuse
- Sexual Abuse
- Psychological Abuse
- Neglect
- Self-Neglect
- Organisational Abuse
- Financial Abuse
- Modern Slavery
- Discriminatory Abuse
- Domestic Abuse
- Female Genital Mutilation
- Honour Based Abuse and Forced Marriage

Further information on types and indicators of abuse can be found at: <https://www.scie.org.uk/safeguarding/adults/introduction/types-and-indicators-of-abuse>

3.3 Six Key Principles

Staff are expected to follow these key principles that underpin all adult safeguarding work:

1. Empowerment
People are supported and encouraged to make their own decisions and informed consent.
2. Prevention
It is better to act before harm occurs.
3. Proportionality
Use the least intrusive response appropriate to the risk presented.
4. Protection
Support and representation for those in greatest need.
5. Partnership
Local solutions through services working with their communities. Communities have a part to play in preventing, detecting, and reporting neglect and abuse.
6. Accountability
Accountability and transparency in delivering safeguarding.

3.4 Designated Professionals

Throughout this policy 'Designated Professionals' is a generic term to encompassing Designated Doctors, Nurses and Professionals, unless stated otherwise.



Designated Professionals are the strategic leads for safeguarding across the health economy.

3.5 Making Safeguarding Personal

Making Safeguarding Personal is the recommended approach to safeguarding adults which supports the principles of safeguarding listed above. Making Safeguarding Personal also means embracing the core statutory principles of the Human Rights Act 1988, the well-being principle detailed in the Care Act 2014, and the core principles of the Mental Capacity Act 2005. It is about having conversations with people about how a response in a safeguarding situation enhances involvement, choice and control as well as improving quality of life, wellbeing, and safety. It is about seeing people as experts in their own lives and working alongside them.

4.0 Scope of the Policy

The policy applies to NHS Humber and North Yorkshire and all its employees and must be followed by all those who work for the organisation, including the Integrated Care Board, Integrated Care Partnership, those on temporary or honorary contracts, secondments, pool staff, contractors and students.

Due to the statutory responsibilities of safeguarding, the consequence of non-compliance with this policy could result in disciplinary action being taken.

5.0 Duties / Accountabilities and Responsibilities

5.1 Duties within the organisation

NHS Humber and North Yorkshire staff have responsibilities for the implementation, development and management of this policy as follows:

5.2 Chief Executive

The CEO has ultimate accountability for ensuring robust arrangements are in place to demonstrate compliance with safeguarding in line with legislation/policy and statutory guidance.

5.3 Director of Nursing & Quality

The Director of Nursing & Quality has delegated responsibility for safeguarding as the Executive Board Lead and must ensure robust arrangements are in place to demonstrate compliance with safeguarding in line with legislation/ policy and statutory guidance.

5.4 ICB Safeguarding Adults Team



The ICB Safeguarding adults team incorporates the following specialist roles:

Designated Nurse/Professional for Safeguarding Adults

The Designated Nurse/Professional for Safeguarding Adults incorporates responsibilities for Prevent and, in some place localities the Mental Capacity Act. They provide strategic leadership across NHS Humber and North Yorkshire health systems and local partnerships to undertake statutory designated safeguarding functions as outlined in legislation/statutory guidance and detailed in the Safeguarding Accountability and Assurance Framework (NHSE/I, 2022).

Named Nurse/Specialist Practitioners/Safeguarding Officers for Safeguarding Adults

The Named Nurse/Specialist Practitioners/Safeguarding Officers for safeguarding adults under the supervision of the Designated Nurses/Professionals undertake operational safeguarding adult work across the NHS Humber and North Yorkshire multi-agency safeguarding partnerships.

Named GPs – Safeguarding Adults

The Named GPs support all activities necessary for GP practices to meet their adult safeguarding responsibilities.

5.5 Line Managers

Line Managers have a duty and responsibility to:

- demonstrate the commitment of the ICB to ensure all staff are supported to maintain safeguarding training and their level of safeguarding competence commensurate with their role and responsibilities.
- ensure that staff who work predominantly with adults at risk have access to safeguarding supervision from people that are adequately trained in supervision skills with up-to-date knowledge of the legislation, policy, and research relevant to adult safeguarding.
- actively encourage and support staff to raise safeguarding concerns and seek further advice.

5.6 All Staff members

All staff members have a duty to safeguard and promote the welfare of children and adults.

If any member of staff believes an adult or child is at **immediate risk of harm**, or is in need of urgent medical attention, they should not delay/ wait for discussions and should **dial 999**, requesting police or ambulance assistance as appropriate.



No member of staff should feel or decide that concerns they have are not significant enough to discuss with their line manager/ or Safeguarding Specialist.

Each staff member also has a responsibility to:

- understand and adhere to the requirements of this policy.
- be alert to the potential indicators of abuse or neglect in adults and know how to act on those concerns in line with this policy and LSAB guidance.
- complete safeguarding training in accordance with their roles and responsibilities.
- understand the principles of confidentiality and information sharing in line with local and government guidance and to contribute information to safeguard adults at risk when required.
- maintain accountability for their practice and seek specialist safeguarding supervision and support when necessary. Safeguarding supervision does not replace, nor should it delay, the individual's responsibility to make a referral to statutory agencies where there are concerns that an adult is at risk.

5.7 Responsibilities for Approval

The Humber and North Yorkshire ICB Board will approve the first iteration of this policy. The ICS Quality Committee will approve subsequent versions thereafter.

6.0 Policy Document Requirements Details: Principles and Raising concerns

6.1 Managing Safeguarding Concerns

6.1.1 Consent

It is important to gain consent to make a safeguarding adult referral.

There may however be occasions when it will be necessary to raise a concern without the adult's consent and this will include situations where:

- the person lacks mental capacity to consent
- other adults or children could be at risk from the person causing harm
- it is necessary to prevent a serious crime, or you are concerned a crime may have been committed.
- gaining consent would put the adult at further risk.

If any person is unsure whether they should raise a safeguarding concern, they should contact their local ICB Safeguarding Adult Team for advice or contact the relevant local authority - see section 6 for local contacts.



6.2 Referral

When there is a reasonable belief that an adult is experiencing, or at risk of experiencing abuse or neglect and is unable to protect themselves, a safeguarding adults concern should be raised with the relevant local authority where the abuse has taken place. Local procedures on how to do this can be found in section 6.10 of this policy.

6.2.3 Think Family

Consideration of the safety and well-being of other adults or children should be made when safeguarding concerns are being raised. A safeguarding referral should be made to Children and Families Services where a child or children may be affected by the harm or abuse of an adult or living with domestic abuse or other risk factors within the family. Please see the ICB Safeguarding Children Policy.

6.3 Information Sharing

Effective sharing of information between practitioners and local organisations and agencies is essential to keep adults at risk safe. Section 45 of the Care Act 2014 gives a LSAB power to obtain information in support of its functions.

Staff must have due regard to the relevant data protection principles which allow them to share personal information, as provided for in the Data Protection Act 2018 and the General Data Protection Regulation 2018 (GDPR).

6.4 PREVENT and the NHS

The Health Service is a key partner in the Prevent agenda in accordance with the Statutory Prevent Duty Guidance in the Counter-Terrorism and Security Act 2015 revised 2019, and it applies to all parts of the NHS including charitable organisations and private sector bodies which deliver health services directly or indirectly to NHS patients. This also applies to any services commissioned by NHS Humber and North Yorkshire ICB.

All ICB staff have a key role in Prevent. The strategy focuses on working with vulnerable individuals who may be at risk of being exploited by radicalisers and subsequently drawn into terrorist-related activity.

If you have concerns about an individual patient or member of staff who may be susceptible to radicalisation and/or violent extremism, or you suspect them of being engaged in terrorist activity, please contact a member of the NHS Humber and North Yorkshire ICB Safeguarding team for specific advice. Contact the police on 999 if there is imminent risk or danger present.

6.4.1 Spotting the Signs

There is no single profile of a person likely to become involved in extremism



and the process of radicalisation is different for every person. Radicalisers use normal social processes such as loyalty, self-perception, and fear of exclusion to influence others.

Some of the signs where a vulnerable person is being groomed or drawn into extremism can be linked to changes in behaviour and thought processes. The person may become withdrawn or stop participating in their usual activities. A person may express feelings of anger, grievance, injustice; and this may lead to issues including going missing from their home, school or care setting, having a new group of friends who have an extremist ideology, using language that supports 'us and them' thinking.

6.4.2 Channel Process

The Channel process is a key element of the Contest strategy and is a multi-agency approach to receiving referrals from agencies to protect and prevent vulnerable people at risk from radicalisation.

6.4.3 Information Sharing and PREVENT

Effective information sharing is essential to the delivery of the Prevent agenda as it enables partner agencies to take informed action as appropriate. This will sometimes require the sharing of information between partner agencies, including the ICB; to ensure that the best support is provided to the individual at risk of radicalisation.

The decision to share information is on a case-by-case basis, and consideration will be given to:

- is the public interest served by disclosure of personal information and does this outweigh the public interest served by protecting confidentiality?
- could your action prevent a serious crime?
- Notice, Check and Share is the process that staff can use to manage any PREVENT concern and enables informed decisions to be made on actions required:

Notice: if you have a cause for concern about someone, perhaps their altered attitude or change in behaviour

Check: discuss concerns with an appropriate other (ICB Safeguarding Officer or Designated Professional)

Share: appropriate, proportionate information

6.5 Raising Concerns and Whistleblowing



All staff should express any concerns about malpractice/wrongdoing and raise these at an early stage and in an appropriate way.

Whistleblowing is the term used when a worker passes on information concerning wrongdoing.

If a staff member believes there is wrongdoing in the workplace, this should be reported following the correct processes and their employment rights are protected in line with the Public Interests and Disclosure Act 1998 and ICB Whistleblowing Policy

If concerns are identified regarding a member of staff then the ICB policy on Managing Allegations Against Staff/ Persons in Position of Trust (PiPoT) must also be considered.

Further information can be found:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/415175/bis-15-200-whistleblowing-guidance-for-employers-and-code-of-practice.pdf

<https://www.gov.uk/whistleblowing>

6.6 Local Arrangements

6.6.1 NHS App for mobiles

To ensure local contacts are relevant and up to date, all staff are encouraged to download the NHS safeguarding application onto their work mobiles. This is free to download from:

<https://www.england.nhs.uk/safeguarding/nhs-england-safeguarding-app/>

6.6.2 East Riding

Who do I report safeguarding concerns to? If you think a vulnerable adult is in danger, at risk, is being mistreated or you have concerns about them, you should contact the East Riding of Yorkshire Council Safeguarding Adults Team (SAT) as soon as possible.

The Safeguarding Adults Team can be contacted directly: Tel: (01482) 396940 9am - 5pm Monday to Thursday, 9am - 4.30pm Friday
Email: safeguardingadultsteam@eastriding.gov.uk

6.6.3 Hull

Raising a concern about an adult: we recommend that you discuss your concerns with the Multi Agency Safeguarding Hub before completing and sending the concern form. A member of the team will be able to give you guidance and support and agree



the next steps with you.

You can contact them on telephone 01482 616 092 and ask for the adults safeguarding team duty officer or telephone 01482 300 304 after 5pm or during weekends. You can also contact using the email address adultsafeguarding@hullcc.gov.uk

Raising a concern for a child or young person: If you are worried that a child or young person under the age of 18 is at risk of harm or needs help and support, it is important that you share this with us. If you believe a child or young person is at immediate risk you should contact the police on 999.

In an emergency or for urgent advice, please contact the Early Help and Safeguarding Hub (EHASH) or the Emergency Duty Team by telephone EHASH 01482 448 879 option four
Emergency Duty Team - 01482 300 304 (Out of hours).

If your concern does not require an immediate response, please refer to the relevant guidance and submit your concern via the portal on the Hull City Council website <https://www.hull.gov.uk/children-and-families/safeguarding-and-welfare/worried-about-child>

6.6.4 North East Lincolnshire

Concern about an adult at risk of neglect or abuse: The Single Point of Access (SPA) is available 24/7 all year round, including bank holidays. The staff are based locally and have local knowledge. Health (including Nurses and Therapists) Social Care and Mental Health professionals are available for advice and support. The SPA also hosts the out of hours GP service.

Anyone that suspects another professional or adult of abuse or neglect has a duty to refer it to the relevant employer or safeguarding agency to be investigated. If you need to raise a Safeguarding Adults concern, please call 01472 256 256. This number is available 24 hours a day, 365 days a year.

Further information can be sought via this link: <https://www.safernel.co.uk/report-a-concern/>

6.6.5 North Lincolnshire

If you are a professional or work with adults and you wish to raise a safeguarding concern.

If you or the person you are concerned about is in danger and immediate action is required, you should ring the emergency services on 999.

If you or the person you are concerned about is not in immediate danger, you should



ring our customer services centre on 01724 29700. This includes outside of office hours

North Lincs safeguarding joint Multiagency safeguarding adults policy can be found at the

[North Lincs SAB | Professionals area](#)

Professionals can also use our **Safeguarding Concern form**

Concerns can be raised by anyone, in person, by telephone, email, letter or you can use this Easy Read – ‘Tell someone and be safe’ **referral form** and submit the form to: adultprotectionteam@northlincs.gov.uk

If abuse or neglect is suspected the Adult Protection Team should be contacted on 01724 297000. Email address: adultprotectionteam@northlincs.gov.uk The Safeguarding Adults Team, Hewson House, Station Road, Brigg, North Lincolnshire DN20 8XB.

You can also contact the Police:

- 101 – Police non-emergency
- 999 – Police emergency

6.6.6 North Yorkshire

[Safeguarding vulnerable adults | North Yorkshire County Council](#)

If you are a professional or work with adults and you wish to raise a safeguarding concern.

If you or the person you are concerned about is in danger and immediate action is required, you should ring the emergency services on 999.

If you or the person you are concerned about is not in immediate danger, you should ring our customer services centre on 01609 780780. This includes outside of office hours.

Service providers in the statutory, voluntary or independent sectors should use the [raising a concern form \(docx / 55 KB\)](#)

This form should be completed in accordance with the Joint Multi-Agency Safeguarding Adults Policy and Procedures (West Yorkshire, North Yorkshire and City of York) which can be found at the [North Yorkshire Safeguarding Adults Board website](#).

Please complete as much of the form as possible. Completing this form must not delay immediate action being taken where necessary to ensure the safety of the person you are concerned about.

This form should be emailed via secure mail to social.care@northyorks.gov.uk. If you have any problems or do not have secure email please call 01609 780780. Outside of office hours please contact the Emergency Duty Team on the same number.



If you have concerns about standards of care or poor practice in a care home you can discuss this with the Care Quality Commission.

6.6.7 City of York

If you or the person you are concerned about is in danger and immediate action is required, you should ring the emergency services on 999. If you consider that a crime may have been committed but there is no immediate danger then ring the police on 101.

If you or the person you are concerned about is not in immediate danger, you should contact Adult Social Care on 01904 555111 or out of hours Emergency Duty Team 01609 780780. Alternatively complete the referral form on the website:

[Home – Safeguarding Adults \(safeguardingadultsyork.org.uk\)](https://safeguardingadultsyork.org.uk) (this is the webpage with information regarding different forms of abuse and has the link to making a referral)

[Professional raise a concern – Safeguarding Adults \(safeguardingadultsyork.org.uk\)](https://safeguardingadultsyork.org.uk) (this is the online form to complete for a professional)

If you have concerns about standards of care or poor practice in a care home you can discuss this with the Care Quality Commission.

7.0 Public Sector Equality Duty

NHS Humber and North Yorkshire aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others.

All sections of this policy aim to ensure that no present or future patient, whether formal or informal, receives unfavourable treatment on the grounds of their protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; or sexual orientation (Equality Act 2010).

This policy does not appear to have any adverse effects on people with Protected Characteristics and no further actions are recommended at this stage.

8.0 Consultation

Consultation has occurred within the Designated Professionals for Adult Safeguarding within Humber and North Yorkshire ICB.

9.0 Training



This policy will be made available via the ICB website. Safeguarding information will be updated on a regular basis on the ICB Global Portal.

The policy will be brought to the attention of all new employees as part of the induction process.

All staff will undertake training in accordance with their roles and responsibilities as outlined by Adult Safeguarding: Roles and Competencies for Health Care Staff (2018).

The NHS Safeguarding app is available to support frontline staff and citizens with 24-hour, mobile access to up-to-date safeguarding guidance and local contacts to report safeguarding concerns. It provides an overview of necessary legislation and guidance covering both children and adults safeguarding as well as an NHS staff guide and contains regional contact information on how to report a safeguarding concern, as well as links to national bodies and for healthcare staff to have a one stop sign posting and safeguarding information. It can be accessed via Apple iOS, Google Play or it can be downloaded by visiting your device's appropriate app store and searching for 'NHS Safeguarding'. Further information can be found at

<https://www.england.nhs.uk/safeguarding/nhs-england-safeguarding-app/>

10.0 Monitoring Compliance with the Document

The ICB will monitor compliance with the policy via the Designated Professionals for Adult Safeguarding. This will be undertaken audits and reviews of cases to identify any learning and ensure improvements in performance.

11.0 Arrangements for Review

This policy will be reviewed every two years by the Designated Professionals for Safeguarding adults. Earlier review may be required in response to exceptional circumstances, organisational change or relevant changes in legislation / guidance. The review log will be updated following any review.

12.0 Dissemination

The ICB Director of Nursing and Quality is responsible for the effective dissemination of this policy and should make arrangements for the dissemination of policies as follows:

- ensure the policy is added to the ICB website
- ensure the policy is added to the ICB intranet
- staff will be notified of the policy via email, and staff bulletins and briefings



13.0 Associated Documentation

This policy should be read and understood in conjunction with the references listed below and the following ICB policies:

- Safeguarding children policy
- Safeguarding supervision policy
- Staff Experiencing Domestic Abuse policy
- Managing Allegations Against Staff

14.0 References

Adult Safeguarding: roles and competencies for health care staff –
Intercollegiate Document (Royal College of Nursing, 2018)

<https://www.rcn.org.uk/professional-development/publications/pub-007069>

Building Partnerships Staying Safe Guidance (Department of Health, 2011)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/215253/dh_131912.pdf

Care Act 2014

<https://www.legislation.gov.uk/ukpga/2014/23/contents/enacted>

Care & Support Statutory Guidance- Section 14 Safeguarding (DH, 2016)

<https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance>

Channel Duty Guidance, HM Government (2020)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/964567/6.6271_HO_HMG_Channel_Duty_Guidance_v14_Web.pdf

The Counterterrorism and Security Act (2015)

<https://www.gov.uk/government/collections/counter-terrorism-and-security-bill>

Data Protection Act 2018 (GDPR)

<https://www.gov.uk/data-protection>

Domestic Abuse Act 2021

<https://www.legislation.gov.uk/ukpga/2021/17/contents/enacted>

Equality Act 2010

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Female Genital Mutilation Act 2003

<https://www.legislation.gov.uk/ukpga/2003/31/contents>



Human Rights Act (1998)

<https://www.legislation.gov.uk/ukpga/1998/42/contents>

Making Safeguarding Personal (2014)

<https://www.local.gov.uk/our-support/our-improvement-offer/care-and-health-improvement/making-safeguarding-personal>

Mental Capacity Act 2005

<https://www.legislation.gov.uk/ukpga/2005/9/contents>

Mental Capacity Act 2005 Code of Practice

<https://www.gov.uk/government/publications/mental-capacity-act-code-of-practice>

Mental Capacity (Amendment) Act 2019

<https://www.legislation.gov.uk/ukpga/2019/18/notes/division/2/index.htm>

Mental Health Act (2007)

<https://www.legislation.gov.uk/ukpga/2007/12/contents>

Modern Slavery Act 2015

<https://www.legislation.gov.uk/ukpga/2015/30/contents/enacted>

Prevent Duty Guidance in Counter-Terrorism and Security Act 2015 (revised 2019)

<https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales>

Public Interests and Disclosure Act 1998

<https://www.legislation.gov.uk/ukpga/1998/23/contents>

Safeguarding Children, Young People and Adults at Risk in the NHS:
Safeguarding Accountability and Assurance Framework 2022

https://www.england.nhs.uk/wp-content/uploads/2015/07/B0818_Safeguarding-children-young-people-and-adults-at-risk-in-the-NHS-Safeguarding-accountability-and-assuran.pdf

Serious Crime Act (2015)

<https://www.legislation.gov.uk/ukpga/2015/9/contents/enacted>

15.0 Appendices

Appendix 1 – Equality Impact Assessment.....pg 20



Appendix 1: Equality Impact Assessment template

(this may change)

1. Equality Impact Assessment	
Policy / Project / Function:	Safeguarding Adults Policy
Date of Analysis:	05/05/2022
This Equality Impact Assessment was completed by: (Name and Department)	Emma Stevens, Designated Professional for Adult Safeguarding, North Yorkshire CCG
What are the aims and intended effects of this policy, project or function?	To inform ICB staff of their roles and responsibilities in regard to safeguarding adults.
Please list any other policies that are related to or referred to as part of this analysis?	<ul style="list-style-type: none">• Staff Experiencing Domestic abuse• Safeguarding Children• Managing allegations against staff• Safeguarding supervision



Who does the policy, project or function affect? Please Tick ✓	Employees	<input checked="" type="checkbox"/>
	Service Users	<input type="checkbox"/>
	Members of the Public	<input type="checkbox"/>
	Other (List Below)	<input type="checkbox"/>



Equality Impact Assessment

1. Equality Impact Assessment		
Policy / Project / Function:	Safeguarding Adults Policy	
Date of Analysis:	05/05/2022	
This Equality Impact Assessment was completed by: (Name and Department)	Emma Stevens, Designated Professional for Adult Safeguarding, North Yorkshire CCG	
What are the aims and intended effects of this policy, project or function?	To inform ICB staff of their roles and responsibilities in regard to safeguarding adults.	
Please list any other policies that are related to or referred to as part of this analysis?	<ul style="list-style-type: none"> • Domestic abuse • Safeguarding children • Managing allegations against staff • Safeguarding supervision 	
Who does the policy, project or function affect? Please Tick ✓	Type	Tick those affected
	Employees	✓
	Service Users	
	Members of the Public	
	Other (List Below)	



2. Equality Impact Assessment: Screening

	Could this policy have a positive impact on_____		Could this policy have a negative impact on_____		Is there any evidence which already exists from previous (eg from previous engagement) to evidence this impact
	Yes	No	Yes	No	
Race		✓		✓	Considered neutral impact
Age		✓		✓	Considered neutral impact
Sexual Orientation		✓		✓	Considered neutral impact
Disability		✓		✓	Considered neutral impact
Sex		✓		✓	Considered neutral impact
Gender Reassignment		✓		✓	Considered neutral impact
Pregnancy and Maternity		✓		✓	Considered neutral impact
Marriage and Civil Partnership		✓		✓	Considered neutral impact
Religion or Belief		✓		✓	Considered neutral impact
Reasoning	Earlier safeguarding adults policies adopted in constituent CCGs have also previously assessed this policy has no impact on people with protected characteristics.				
If there is no positive or negative impact on any of the Nine Protected Characteristics go to Section 7 Equality Impact Analysis Findings					



Each place area's equality data is attached here:



East%20Riding%20CCG.docx



Hull%20CCG.docx



North%20East%20Lincs%20CCG.docx



North%20Lincs%20CCG.docx



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Race	
Age	
Sexual Orientation	
Disability	
Sex	
Gender Reassignment	
Pregnancy and Maternity	
Marriage and Civil Partnership	
Religion or Belief	
Race	



3. Equality Impact Analysis: Equality Data Available

Is any Equality Data available relating to the use or implementation of this policy, project or function?

Equality data is internal or external information that may indicate how the activity being analysed can affect different groups of people who share the nine *Protected Characteristics* – referred to hereafter as ‘*Equality Groups*’.

Examples of *Equality Data* include: (this list is not definitive)

1. Application success rates
Equality Groups
2. Complaints by *Equality Groups*
3. Service usage and withdrawal of services by *Equality Groups*
4. Grievances or decisions upheld and dismissed by *Equality Groups*
5. *Previous EIAs*

Yes	
No	X Identification of data to be sought post implementation.

Where you have answered yes, please incorporate this data when performing the *Equality Impact Assessment Test* (the next section of this document).

List any Consultation e.g. with employees, service users, Unions or members of the public that has taken place in the development or implementation of this policy, project or function

Consultation undertaken with the Designated Professionals across the ICS in the development of this policy.

**Promoting Inclusivity
How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation**

This Policy does not directly promote inclusivity but is designed to assist all employees to practice in a way that supports eliminating discrimination and promoting equality and diversity.



5. Equality Impact Analysis: Assessment Test

What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?

As there is no positive or negative impact on any of the Nine Protected Characteristics this section is not required to be completed.

Protected Characteristic	No Impact	Positive Impact	Negative Impact	Evidence of impact and if applicable, justification where a <i>Genuine Determining Reason</i> exists
Race				
Age				
Sexual Orientation				
Disability				
Sex				
Gender Reassignment				
Pregnancy and Maternity				
Marriage and Civil Partnership				
Religion or Belief				

6. Action Planning

As a result of performing this analysis, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by *The Equality Act 2010*?

As there is no positive or negative impact on any of the Nine Protected Characteristics this section is not required to be completed.



Identified Potential Issue	Recommended Actions	Responsible Lead	Completion Date	Review Date
Nil				

7. Equality Impact Analysis Findings

Analysis Rating:	Red		Red / Amber		Amber		Green	✓

		Actions	Wording for Policy / Project / Function
Red Stop and remove the policy / stop the project / stop the function	Red: As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is recommended that the use of the policy be suspended until further work or analysis is performed.	Remove the policy Stop the project Stop the function Complete the action plan above to identify the areas of discrimination and the work or actions which needs to be carried out to minimise the risk of discrimination.	No wording needed as policy / project / function stopped



		Actions	Wording for Policy / Project / Function
<p>Red / Amber</p> <p>Continue the policy / Continue the project / Continue the function</p>	<p>As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i>. However, a genuine determining reason may exist that could legitimise or justify the use of this policy and further professional advice should be taken.</p>	<p>The policy / project / function can be published with the EIA</p> <p>List the justification of the discrimination and source the evidence (i.e. clinical need as advised by NICE).</p> <p>Consider if there are any potential actions which would reduce the risk of discrimination.</p> <p>Another EIA must be completed if the policy is changed, reviewed or if further discrimination is identified at a later date.</p>	<p>As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i>. However, a genuine determining reason exists which justifies the use of this policy and further professional advice.</p> <p><i>[Insert what the discrimination is and the justification of the discrimination plus any actions which could help reduce the risk]</i></p>



		Actions	Wording for Policy / Project / Function
<p>Amber</p> <p>Adjust the Policy / adjust the project / adjust the function</p>	<p>As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p>	<p>The policy / project / function can be published with the EIA</p> <p>The policy can still be published but the Action Plan must be monitored to ensure that work is being carried out to remove or reduce the discrimination.</p> <p>Any changes identified and made to the service/policy/strategy etc. should be included in the policy.</p> <p>Another EIA must be completed if the policy is changed, reviewed or if further discrimination is identified at a later date.</p>	<p>As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p> <p><i>[Insert what the discrimination is and what work will be carried out to reduce/eliminate the risk]</i></p>
<p>Green</p> <p>No major change</p>	<p>As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.</p>	<p>The policy / project / function can be published with the EIA</p> <p>Another EIA must be completed if the policy is changed, reviewed or if any discrimination is identified at a later date</p>	<p>As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.</p>