

## **EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)**

### **REVIEW OF STRATEGIC SAFEGUARDING**

#### **SECTION 1 - INTRODUCTION**

1. This EqIAA covers the issue of the integration of both children's and adults safeguarding functions to create a single Integrated Strategic Safeguarding Unit. The review of Strategic Safeguarding is one of eleven projects within the Children and Adults and Health (CAH) Department Transition programme. The project seeks to contribute toward the overall savings target for CAH Transition programme.

#### **Children's Safeguarding**

2. South Gloucestershire has been one of the fastest growing areas in the country and the 0-19 population is projected to increase steadily over the next 20 years to around 75,000. The task of safeguarding children and young people has continued in a challenging climate of change and resource constraint for all agencies. In this time of reducing public service budgets there has been a continuing challenge to ensure that the essential work of Local Safeguarding Children Boards is maintained and is effective. The importance of ensuring strong partnership working to support effective joint planning and action in protecting the children and young people of South Gloucestershire has never been more important.
3. The Local Safeguarding Children Board (LSCB) is the statutory process for agreeing how the relevant organisations will co-operate to safeguard and promote the welfare of children in South Gloucestershire. South Gloucestershire Safeguarding Children Board is an inter-agency forum for; coordinating the work carried out by the various agencies to safeguard children and promote their welfare and to ensure that this work is carried out effectively.
4. Child protection is about the safeguarding of children who are being abused or are in danger of being abused. We have multiple groups and agencies dedicated to the safeguarding of children. Children's services, health services, police and voluntary groups, and groups concerning children, parents, carers and schools all work together to ensure that children are safe and protected. Training in child protection is provided for those working with children and each school must have a designated teacher for child protection matters. Children at risk of physical, emotional or sexual abuse, or neglect, may be placed on a confidential register

following a child protection case conference. Equally, a formal decision is required to remove the name of a child from the Child protection register.

5. Main activities of the function:

- The team provides the statutory function of child protection case conference chairs and Independent Reviewing Officers for children looked after and is responsible for coordinating and supporting the work of the Local Safeguarding Children’s Board (LSCB) including its executive sub committee and sub groups.
- It is responsible for providing a range safeguarding advice both within the department, the council and to partner agencies, and contributes to specialist training events as well as commissioning safeguarding training on behalf of the LSCB.
- Undertaking a Quality Assurance function in respect of Children's Social Care.
- The team is responsible for reporting notifiable incidents to the Department for Education and Ofsted, liaising with them on matters that could attract media attention and coordinating any serious case review that may be commissioned by the Independent Chair of the LSCB.
- The team provides departmental and LSCB representation and safeguarding expertise to a number of multi agency groups and panels an example of which is the MARAC steering group.
- The team plays a significant role in single and multi agency quality assurance, on a case by case basis e.g via looked after children reviews, and through the quality assurance sub group of the LSCB, the departmental audit group and the department’s performance board.
- The team is responsible, with social care managers, for social care workforce development including the newly qualified social worker programme. The principal social worker and LADO both sit within the team. The role of the Local Authority Designated Officer (LADO) is responsible for advising and co-ordinating enquiries where there are concerns or allegations against people working with children in any agency in the authority.

	<b>Child Protection Conferences</b>	<b>Looked After Children (LAC) Review</b>	<b>Total</b>
2013/14	453	573	1026
2012/13	408	625	1033
2011/12	413	736	1149
2010/11	343	688	1031
2009/10	318	555	873

## Adults Safeguarding

6. Our safeguarding adults procedures aim to safeguard all adults resident in South Gloucestershire aged 18 or over who are or may be eligible for community care services and whose independence and well-being would be at risk if they did not receive appropriate health and social care support. This includes: adults with physical, sensory or learning disabilities and those with mental health problems. It also includes carers, family and friends who provide personal assistance and care on an unpaid basis. The safeguarding adults procedure aims to provide a system that can be used by a range of organisations or individuals to report and respond to situations where it is suspected, alleged or known that a vulnerable adult has been abused.
7. South Gloucestershire's Safeguarding Adults Board commissioned a Serious Case Review following reports of patient abuse at Winterbourne Private Hospital. Recommendations include a call for greater investment in community-based care in order to reduce the need for in-patient admissions at assessment, treatment and rehabilitation units such as Winterbourne View Hospital. The report highlights the need for outcome-based commissioning for hospitals detaining people with learning disabilities and autism and calls for notifications of concern, including safeguarding alerts, hospital admissions and police attendances, to be better co-ordinated and shared amongst safeguarding organisations to allow earlier identification of potential problems and earlier action to be taken.
8. Main activities of the function:
  - To advise and support the safeguarding adults partnership in the implementation of the policy and procedures
  - Build links with partner organisations to promote safeguarding adults work
  - Lead work commissioned by the safeguarding adults partnership
  - Advise and support partnership members in the implementation of safeguarding adults work in their organisations
  - Monitor the quality of work carried out under the multi agency procedures
  - To collate data around the work carried out under the multi agency policy and procedures
  - To produce an annual report
  - To provide information and advice to operational Team/District managers and their staff in the CAH Department
  - To contribute to the regional safeguarding debate with regard to common thresholds and consistency of practices across the region
  - Work with the Safeguarding Adults Board (SAB) Training sub group to ensure that the multi agency workforce receives training and development in order to understand and carry out their safeguarding roles effectively.
  - Strategy meetings where there are concerns about institutional abuse

- To review and monitor the way that the procedures are implemented
- The team is responsible for providing a range safeguarding advice both within the department, the council and to partner agencies, and contributes to specialist training events as well as commissioning safeguarding training on behalf of the SAB.
- The team is responsible for the statutory return for the safeguarding of individuals (Abuse of Vulnerable Adults or “AVA”)
- The Mental Capacity Act and Deprivation of Liberty Safeguards (DOLS) work
- Work of the Social Care Mental Health Services Manager in the connecting role between the council and AWP through a section 75 agreement – this is not to suggest that mental health work will ultimately end up in an integrated strategic safeguarding team

**Monthly Safeguarding Alerts (With a Created Date Between 1/4/12 to 31/3/13)**

9. These are recorded Safeguarding Contacts. The council receives approx 5-6 alerts per day. This means that the referrer felt that an adult was at risk of significant harm or exploitation within the definition of a vulnerable adult from ‘No secrets’ Definitions (DOH 2000) Accordingly SGC, like every other council, applies a “threshold” to determine whether further action should be taken under the safeguarding process. If a decision is made that the alleged victim does not pass the threshold this does not mean that SGC will not take any action e.g. a new/revised package of care might be implemented to minimise the risks to the alleged victim.

<b>No. of Alerts</b>	
Apr 2012	123
May 2012	114
June 2012	117
July 2012	136
Aug 2012	112
Sept 2012	79
Oct 2012	127
Nov 2012	111
Dec 2012	82
Jan 2013	77
Feb 2013	72
Mar 2013	81
<b>Total</b>	<b>1231</b>
Average	103

**Screening or “Threshold” Assessments that Forwarded Cases for Safeguarding Consideration (With a start date between 1/4/12 to 31/3/13)**

10. These figures reflect the fact that nearly half the alerts are screened out as not meeting the threshold for safeguarding. At this point they will be considered by the Access Team Duty Officer who will look at what we know about the alleged victim, the alleged perpetrator, their situation and the incident and decide whether it is worth instituting the full safeguarding process. This decision will formally be made in a recorded (i.e. minuted) meeting called a Strategy Discussion.

<b>Strategy/Discussions</b>	
Apr 2012	69
May 2012	71
June 2012	63
July 2012	74
Aug 2012	73
Sept 2012	38
Oct 2012	75
Nov 2012	63
Dec 2012	44
Jan 2013	44
Feb 2013	40
Mar 2013	40
<b>Total</b>	<b>694</b>
Average	58

**Strategy Discussions with an Outcome of Progress to Investigation (Discussions held 1/4/12 to 31/3/13)**

11. These figures show that the overwhelming majority of screened in cases do not progress to a full safeguarding investigation.

<b>Full investigations</b>	
Apr 2012	13
May 2012	13
June 2012	14
July 2012	11
Aug 2012	10
Sept 2012	10
Oct 2012	16
Nov 2012	12
Dec 2012	5
Jan 2013	7
Feb 2013	12
Mar 2013	13
<b>Total</b>	<b>136</b>
Average	11

**Institutional Safeguarding**

12. In addition in the year from Nov 2011 to 2012 there were the following Adult Safeguarding Alerts that met the threshold for being investigated as Institutional Safeguarding cases

<b>CQC Registration</b>	<b>Total</b>
Care in your Home & Supp Living –Buildings	2
Care in your Home & Supp Living – Community	14
Care Home with Nursing	7
Care Home without Nursing	22
Care Home Dual Registered	1
CQC Investigating Reg	1
<b>Total</b>	<b>47</b>

13. The current practice involves individual adult safeguarding alerts will be investigated by social workers at the discretion of operations team managers, whereas institutional safeguarding concerns are investigated by the adult safeguarding team. In the cases that do not go forward for a full investigation (and safeguarding plan), the Access Team will make sufficient enquiries to prove that, for whatever reason, the case does not present the perceived and /or reported degree of risk and that there is no justification for a full safeguarding investigation with a view to implementing a safeguarding risk management plan.

14. The relatively high numbers of cases that go through the Threshold Assessment (or “Screening Assessment” as it is known in SGC) compared to those taken forward beyond the strategy discussion is being reviewed by an external consultant (Kate Ogilvy). The report was received during April 2013 and the findings are one of the elements feeding into this review.

## SCOPE OF THE REVIEW

15. Following the formation of a single Children, Adults and Health department on the 1st January 2013, there is a strong desire to bring together an integrated Strategic Safeguarding service which will ensure common processes are applied and make certain there are robust, consistent quality assurance measures in place across the team.
16. The aim of this project is to ensure a safe, effective, efficient and value for money Strategic Safeguarding service that meets the needs of vulnerable adults and children, the change in legislation, a changing council, and those of our members, partners and communities.
17. Through the integration of both adults and children's safeguarding teams we are aiming to adopt consistent processes where appropriate (e.g. Whistleblowing Policy) with variations to reflect the separate needs of adults and children. The outcomes of the review will include:
  - A single manager to bring consistencies and better use of resources
  - Common quality assurance principles
  - Using the resource we have available efficiently and effectively to undertake reviews and case file audits for both adults and children
  - Combining resources and sharing expertise
  - Clearer approach to adult mental health services and where this part of the service should be located within the organisational structure.

## Savings

18. The 2013/4 net budget for both the Children's and Adults Safeguarding teams are shown below (source: Civica) as well as a breakdown of head count FTE and any known vacancies (source: Resourcelink).

<b>Team</b>	<b>13/14 Budget (Net)</b>
Children's – Safeguarding	£101,100
Quality Review Unit	£439,400
Children's Safeguarding Board	£66,800 (£164k Gross pooled budget)
<b>Total – Children's</b>	<b>£607,300</b>
Adult's Safeguarding	£211,500
<b>Total Adults</b>	<b>£211,500</b>

19. A target saving of £53,000 has been assigned to the review, this saving is net of any additional costs of implementation. A target of £15k has been allocated for 13/14.

20. The Transformation and Efficiency team will provide project management and business analysis support. Any ad-hoc costs will be considered as part of the business case for each option identified during the analysis phase.

## OBJECTIVES OF THE REVIEW

21. The objectives of the review are:

- To ensure a safe, effective, efficient, robust, internally challenging and value for money Strategic Safeguarding service that meets the needs of vulnerable adults and children, the change in legislation, a changing council, and those of our members, partners and communities
- To create a single integrated strategic safeguarding unit that brings together adults and children's safeguarding teams, develops a new team structure and provides support to the Local Safeguarding Children's Board (LSCB) and Safeguarding Adults Board (SAB)
- To develop a strategic safeguarding manager role who is responsible for developing and maintaining the councils safeguarding policy and procedures for children, young people and adults. Also to be the senior manager maintaining oversight of the quality and consistent application of safeguarding policies and procedures and the Deprivation of Liberty Safeguarding (DOLS) Service. The postholder will take the lead in supporting, co-ordinating and improving the work of both the Safeguarding Children Board and the Safeguarding Adults Board.
- Consider the workload, skills and competencies within the teams needed to deliver the service
- To align processes, common milestones and reports for an integrated safeguarding process
- To create robust, consistent quality assurance processes and measures across the team
- To explore the use of common systems and processes across the integrated team
- To integrate file audit process and practices across the integrated team
- To explore the integration of Local Authority Designated Officer (LADO) work and overlaps to adults – in particular the similarities between LADO work and institutional safeguarding
- To improve and rationalise safeguarding awareness across the council and external partners
- To determine the role of the retained mental health expertise required to manage the relationship with AWP and to determine how
- To deliver efficiency savings of £53,000

**SECTION 2 – ISSUES EMERGING**

22. The integrated strategic safeguarding unit offers an opportunity for consistent processes where appropriate, shared learning across both adults and children’s safeguarding team, common quality assurance principles, combining resources and shared expertise so that there is a positive impact for all people regardless of protected characteristic.
23. There are many opportunities for improved, enhanced services particularly around the co-ordination of development of policy and practice, researching and championing best practice and practice audit. Again, this presents the clear opportunity for positive impact for all, regardless of protected characteristic group.
24. It is not the intention of the review to cease to provide strategic safeguarding services or reduce the standards of the service specification. This results in no negative impact in relation to any protected characteristic group.
25. It is not the intention of this integration project to make any redundancies or reductions to the staffing structure but recommendations will impact on structure and role profiles. As a result, there are no negative impacts anticipated for any protected characteristic group.

### **SECTIONS 3 – CONSULTATION CONDUCTED**

26. Equality monitoring systems in place corporately:

- HR monitors equality related information in respect of staff
- The council Workforce Change Procedure which has been equality impact assessed will be followed throughout

27. The project has a Communications Action Plan in place which follows the agreed approach outlined in the Transformation Programme Communications Strategy.

28. Staff briefings have been held with all staff in scope of the review and a number of staff drop in sessions have been arranged to allow staff to comment on the current ways of working and suggested improvements for the new integrated team.

29. Trade union consultation and DCC engagement is ongoing throughout the review in line with corporately agreed arrangements.

30. Data gathering – a large amount of work has taken place to gather information on current volumes of cases for the services, staff have been engaged with mapping processes for their area of work. Data recorded by the service on SWIFT and AIS will cover the relevant equalities information required.

31. This EQIA has not found any disproportionate negative nor positive impact with respect to any protected characteristic group.

### **SECTION 4 – ACTIONS AS A RESULT OF ISSUES EMERGING**

The following actions are recommended:

- To improve equalities information when data gathering to allow equalities information to inform decision making and highlight issues.
- For the newly Integrated Strategic Safeguarding Team to share best practice and lessons learned
- The Integrated Strategic Safeguarding Team to conduct a full Equalities Impact Assessment and regularly review it

**SECTION 5 - EqIAA outcome**

32. This EqIAA has identified no negative impacts in respect of any protected characteristic group. In addition, when the proposed organisation change goes ahead, it will provide opportunities to ensure positive impacts for all through the focused equalities assessment and analysis of individual services.
33. In addition, there would be no impact upon the current staff equalities groups which will continue. The new strategic safeguarding unit would ensure full engagement with the Equality and Diversity Action Team (EDAT), the Council's management structure for equalities corporately. Engagement would continue with the South Gloucestershire Equalities Forum in order to ensure on-going dialogue with equalities communities.