

Customer Impact Screen



Topic	New combined safeguarding policy
For decision by (name and date)	Cabinet 17 November 2016
Date of screening assessment	07/08/2016
Author	Jessica Bailey – Community Safety Team Leader

Introduction to the proposal and background	Previously the council had a separate Child Protection and Vulnerable Adults Policy . New pieces of legislation have introduced new duties and responsibilities for Local Authorities and broadened the remit of Safeguarding. In response to this the council has reviewed existing policies and combined them into one streamlined safeguarding policy. This is in recognition that anyone within the district could be at risk, and definitions have now broadened beyond that of just children or vulnerable adults.				
	Negative Impact	Benefits		Evidence	
protected characteristics	Yes	No	Yes	No	<ul style="list-style-type: none"> Briefly describe initial thoughts on who will be affected and how (positively & negatively) What evidence/data have you used to inform your judgement? Highlight which protected characteristics will require full analysis based on the screening process, including details of issues you need to explore further – if full analysis is not required please explain why.
Age		X	X		<p>Previously there were separate processes for children under the age of 18, looked after children or ex care leavers up to the age of 25 and then vulnerable adults. This new broader policy removed any need to consider someone's age or potential form of vulnerability, and just ensures employees, members, contractors and volunteers report their concerns.</p> <p>This could potentially have a positive benefit, if it may have previously been perceived that someone 'doesn't look young and there for isn't a child , the duty wouldn't apply. For example.</p> <p>Now, we are removing any thought around age, to some extent and simply asking that any risk factor or concern is passed on regardless of age.</p>
Gender (Sex)		X	X		All protected characteristics are included equally within definitions and will suffer no adverse benefits,
Disability		X	X		Broader definitions explicitly mention disability and discrimination, and revising this policy will raise awareness within the organisation and third party organisations discharging functions on the council's behalf.
Race		X	X		The new policy picks up arrangements for reporting trafficking concerns and also raises the profile of this issue which is a positive.
Sexual Orientation		x	X		The new policy treats anyone from all backgrounds as equal and views based on reported vulnerability. This ensures a broader look at vulnerability and could potentially better support people from minority groupings who could be more susceptible to any form of hate crime.
Gender Reassignment		X	x		Covered in the above. All are included equally.
Pregnancy &		X	x		The policy reaffirms responsibilities to children and this would extend to expectant mothers, ensuring awareness of statutory

Maternity					responsibilities to this ground if identified as vulnerable.
Marriage & Civil Partnership		X	x		
Socio-economic/ social inclusion		X	X		The policy raises the profile of economic abuse of vulnerable people which those from some socio-economic backgrounds could be more susceptible to.

Customer Impact Assessment

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For decision by (name and date)	Cabinet 17 November 2016
Date of screening assessment	07/08/16
Date of this assessment	08/09/16
Author	Jessica Bailey – Community Safety Team Leader
Assessment Team	Jessica Bailey – Community Safety Team Leader, Cara Radford – Community Safety Officer, Penny Button – Head of Safer Neighbourhoods Claire Grant – Customer Contact and Engagement Officer

Detailed analysis	
Issue 1	Broadening the definition of safeguarding to include all people equally, will ensure that everyone is alert to all possibilities, and the key message and focus is that information surrounding vulnerability gets reported. This ensures that safeguarding concerns are passed on efficiently, where as previously officers may have had to make their own threshold assessment which could be subjective.
Stakeholders/interested parties	All employees, contractors, volunteers, members, service users, residents, visitors to our district.
Consultation & Engagement	No external consultation, it is an internal policy. There will be promotion and awareness raised on TOM, staff training delivered , inputs at members briefings and managers forum as well as the formal policy consultation process. Internal consultation sent to all Heads of Service, housing, finance, legal, communications, portfolio holder
Data sources and evidence	Recent legislative changes have given additional duties to the Local Authority Thanet has the highest levels of Domestic Abuse, Looked After Children, Children in Care, and vulnerable adults living in the community. Whilst some of this is historic in that care facilities were often places in seaside locations, agencies have also had to ensure the most effective responses to complex issues. This policy will align reporting and support, under one combined safeguarding policy to ensure greater inclusion.

Protected Characteristic(s) affected	Age, disability, race, sexual orientation,
Impacts Identified	Broadens definition enables more people to potentially be identified and supported.
Mitigation options, reasonable adjustments and potential solutions	Monitoring: this policy will be reviewed annually The policy will be sent to Kent Safeguarding Boards as part of the s11 audit process. Senior managers and members will also scrutinise this policy. Any procedures will be drafted in consultation with the organisation wide safeguarding forum that is due to be established.
Final recommendation for this issue	To agree the policy, there are no risks to streamlining the process, only benefits, extending the remit and definition and strengthening the process to safeguarding all people in Thanet and ensure wellbeing. A full council wide refresh of training will also be delivered, prioritising those key services that have direct contact, are already DBS checked. Such as housing. Training provision will also be made available for contracted providers as part of the implementation of this policy when adopted. Safeguarding has also now been adopted into the new impact assessment template to ensure it is considered.
Aims of the Duty furthered by this recommendation	1. Eliminate Unlawful discrimination – harassment, victimisation & any other conduct prohibited by the Act. There is no unlawful discrimination 2. Advance Equality of Opportunity by: Equality of opportunity is broadened by extending the definition of safeguarding and meeting the needs of those with protected characteristics. 3. Foster good relations The council has a duty to ensure it protects the safety and wellbeing of residents in this case and takes appropriate action. This policy ensures a robust response to this by training staff in the application of this policy the council will be promoting understanding amongst its staff and third party service providers