

Diversity impact assessment

TITLE <i>Name / description of the issue being assessed</i>	Safeguarding Vulnerable Adults Policy
DATE <i>Date the DIA is completed</i>	January 2018
LEAD OFFICER <i>Name, title and dept of person responsible for carrying out the DIA.</i>	Katherine Bishop – Business Development Officer

1 Summary description of the proposed change

- *What is the change to policy / service / new project that is being proposed?*
- *How does it compare with the current situation?*

Under the Care Act 2014 the Local Authority has a duty to ensure that adults at risk are able to live their lives in safety, free from abuse and neglect. The Safeguarding Vulnerable Adults Policy has been updated to ensure that it reflects the current Safeguarding Vulnerable Adults policy process. There have been no significant policy changes.

2 Summary of evidence used to support this assessment

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

There have currently been no complaints regarding the Safeguarding Vulnerable Adults policy. Current number of tenants in Homes for Independent Living Schemes = 281.

Disability Type	Count of people
Mobility Issues	22
Mental Health	8
Unseen Impairment	12
Learning Difficulty	8
Literacy	5
Visual	11

3 What is the likely impact of the proposed change?

Is it likely to:

- *Adversely impact on one or more of the protected characteristic groups?*
- *Advance equality of opportunity for one or more of the protected characteristic groups?*
- *Foster good relations between people who share a protected characteristic and those who don't?*

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age			
Disability	✓		
Gender reassignment			

Marriage/civil partnership

Pregnancy/maternity

Race

Religion/belief

Sex

Sexual orientation

Other (eg low income groups)

4 Summary of the likely impacts

- *Who will be affected?*
- *How will they be affected?*

It has not been identified that this policy will have a negative impact on any protected characteristic. The Safeguarding Vulnerable Adults Policy applies to all residents living within Homes for Independent Living Schemes and is implemented to ensure vulnerable residents are protected and given the additional support they require.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- *Are there alternative providers?*
- *What alternative ways can the Council provide the service?*
- *Can demand for services be managed differently?*

The policy itself has already included mitigating actions to address any additional requirements vulnerable residents may have. In order to protect adults in Homes for Independent Living schemes who have Learning Difficulties/Disabilities and Adults with Cognitive or Communication Difficulties/Disabilities the following steps will be taken;

- a) Particular care will be taken to ensure that the adult's communication needs are addressed. Ensure appropriate Interpreters or sign language translators are available. Speech and language specialist assessment may be indicated where the adult's communication and comprehension of language is not clear.
- b) The adult will be enabled to make informed choices about their participation in the safeguarding process and an independent advocate should be appointed if they are likely to struggle to understand the process and if they have no suitable representative.
- c) Interviews will be planned to take into account the adult's method of communication and individual need.
- d) The development of a safeguarding plan will give due regard to any therapeutic services or additional support that is needed by the adult.

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An Independent Mental Capacity Advocate (IMCA) identified within the Mental Capacity Act 2005 must be instructed for people lacking capacity who have no one else who 'it would be appropriate to consult whenever:

- an NHS body is proposing to provide serious medical treatment
- an NHS body or Medway Council is proposing to arrange accommodation (or a change of accommodation) in hospital or a care home and the person will stay in hospital longer than 28 days or in the care home longer than 8 weeks.

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Monitor complaints to identify any complaints with regards to the Vulnerable Adults Policy.	Homes for Independent Living Team Leader	January 2019

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

To proceed with the implementation of the revised policy.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Authorising Officer



Marc Blowers
Head of Housing Management

Date

18-1-18

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC: phone 2443 email: annamarie.lawrence@medway.gov.uk

C&A: (Children's Social Care) contact your normal P&I contact

C&A (all other areas): phone 4013 email: chrismckenzie@medway.gov.uk

BSD: phone 2472/1490 email: corppi@medway.gov.uk

PH: phone 2636 email: david.whiting@medway.gov.uk

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication (corppi@medway.gov.uk)

