

EQUALITY IMPACT ASSESSMENT – STAGE 1

EIA Ref	C/12/25	
Lead Officer	Name	Brian Hilton
	Position	L&D Manager
	Contact details	0151 511 7416

SECTION 1 –Context & Background

1.1 What is the title of the policy / practice?

Safeguarding Adults Competency Based Framework

1.2 What is the current status of the policy / practice?

New

1.3 What are the principal aims and intended outcomes of the policy / practice?

The framework has been designed by Bournemouth University to provide a baseline for standards of competence that individuals can expect to receive from those professionals and organisations who are tasked with Safeguarding Adults. It also provides employees, managers and the Council with a benchmark for the minimum standards of competence required of those who work to Safeguard Adults across a range of sectors.

1.4 Who has primary responsibility for delivering the policy / practice?

Managers within the Council

1.5 Who are the main stakeholders?

Council Employees

1.6 Who is the policy / practice intended to affect?

Residents Staff ✓ Specific Group(s) (add details below)

Council Employees

1.7 Are there any other related policies / practices?

Yes

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SECTION 2 – Consideration of Impact

2.1 Relevance: – the Public Sector Equality Duty

Does this policy / practice / service have due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

✓ **Yes**

State reasons below

(Relevance to service users/staff)

- a) The policy doesn't discriminate between the protected characteristics
- b) N/A
- c) N/A

2.2 Has data and information has been used in determining the impact of the policy / procedure under review?

Equality Group(s)	N/A
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Baseline data and information

2.3 On the basis of evidence, has the actual / potential impact of the policy/ practice been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups and in what way? Is the level of impact judged to be high (H), medium ((M), or Low (L)?

Protected Characteristic	Impact type +, =, -	Level H, M, L, -	Nature of impact
Age	=	/	
Disability	=	/	
Gender	=	/	
Race / ethnicity	=	/	
Religion / belief	=	/	
Sexual Orientation	=	/	
Transgender	=	/	
Marital status/ Civil Partnerships	=	/	
Pregnancy/Maternity	=	/	

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In Halton two further vulnerable groups have been identified: -			
Carers	=	/	
Socio – economic disadvantage	=	/	

2.4 Does the policy / practice have any potential impact upon safeguarding vulnerable people?

Yes

2.5 How will the impact of the policy / practice be monitored?

Via the Safeguarding Adults Training & Development Sub-Group

2.6 Who will be responsible for monitoring?

L&D Manager

2.7 If any negative impacts, or potential negative impacts, have been identified what mitigating actions will be put in place, thereby eliminating the need for a further Stage 2 assessment.
Where none have been identified insert 'no further action required' in the first column

Action & purpose / outcome	Priority	Timeframe	Lead Officer
N/A	(H, M, L)		

2.8 Summary of stakeholders involved in this review

Job Title or Name	Organisation / representative of
L&D Manager	HBC
Safeguarding Adults Coordinator	HBC

2.9 Completion Statement

As the identified Lead Officer of this review I confirm that:-

No negative impact has been identified for one or more equality groups and that a Stage 2 Assessment is not required √

Signed: Brian Hilton

Date: 15.03.12

Completed EIAs should be sent to Les Unsworth, Corporate and Organisational Policy, to be given a unique reference number and for inclusion on the central register.