



Equality and Diversity - Policy Screening Checklist

Policy Title: Policy for Safeguarding Adults	Directorate: Group 3
Name of person/s developing/authoring a policy : Fiona Burton & Lorraine Longstaff	
Aims/Objectives of policy: It is every adults right to live in safety and to be free from fear and abuse. It is the aim of this policy to ensure these basic human rights are met for all patients using the Trust services.	

Policy Content:

- For each of the following check the policy/service is sensitive to people of different age, ethnicity, gender, disability, religion or belief, and sexual orientation?
- The checklists below will help you to see any strengths and/or highlight improvements required to ensure that the policy/service is compliant with equality legislation.

1. Check for DIRECT discrimination against any group of SERVICE USERS:

Question: Does your policy/service contain any statements/functions which may exclude people from using the services who otherwise meet the criteria under the grounds of:	Response		Action required		Resource implication	
	Yes	No	Yes	No	✓ Yes	No
1.1 Age?	✓		✓			✓
1.2 Gender (Male, Female and Transsexual)?		✓		✓		✓
1.3 Disability?		✓		✓		✓
1.4 Race or Ethnicity?		✓		✓		✓
1.5 Religious, Spiritual belief (including other belief)?		✓		✓		✓
1.6 Sexual Orientation?		✓		✓		✓
1.7 Human Rights: Freedom of Information/Data Protection		✓		✓		✓

If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

2. Check for INDIRECT discrimination against any group of SERVICE USERS:

Question: Does your policy/service contain any statements/functions which may exclude employees from operating the under the grounds of:	Response		Action required		Resource implication	
	Yes	No	Yes	No	Yes	No
2.1 Age?	✓		✓			✓
2.2 Gender (Male, Female and Transsexual)?		✓		✓		✓
2.3 Disability?		✓		✓		✓



2.4	Race or Ethnicity?		✓		✓		✓
2.5	Religious, Spiritual belief (including other belief)?		✓		✓		✓
2.6	Sexual Orientation?		✓		✓		✓
2.7	Human Rights: Freedom of Information/Data Protection		✓		✓		✓

If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

TOTAL NUMBER OF ITEMS ANSWERED 'YES' INDICATING DIRECT DISCRIMINATION =

3. Check for DIRECT discrimination against any group relating to EMPLOYEES:

Question: Does your policy/service contain any conditions or requirements which are applied equally to everyone, but disadvantage particular persons' because they cannot comply due to:	Response		Action required		Resource implication	
	Yes	No	Yes	No	Yes	No
3.1 Age?		✓		✓		✓
3.2 Gender (Male, Female and Transsexual)?		✓		✓		✓
3.3 Disability?		✓		✓		✓
3.4 Race or Ethnicity?		✓		✓		✓
3.5 Religious, Spiritual belief (including other belief)?		✓		✓		✓
3.6 Sexual Orientation?		✓		✓		✓
3.7 Human Rights: Freedom of Information/Data Protection		✓		✓		✓

If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

4. Check for INDIRECT discrimination against any group relating to EMPLOYEES:

Question: Does your policy/service contain any statements which may exclude employees from operating the under the grounds of:	Response		Action required		Resource implication	
	Yes	No	Yes	No	Yes	No
4.1 Age?		✓		✓		✓
4.2 Gender (Male, Female and Transsexual)?		✓		✓		✓
4.3 Disability?		✓		✓		✓
4.4 Race or Ethnicity?		✓		✓		✓
4.5 Religious, Spiritual belief (including other belief)?		✓		✓		✓
4.6 Sexual Orientation?		✓		✓		✓
4.7 Human Rights: Freedom of Information/Data Protection		✓		✓		✓



If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

TOTAL NUMBER OF ITEMS ANSWERED 'YES' INDICATING INDIRECT DISCRIMINATION = 1

Signatures of authors / auditors:

Lorraine Longstaff

Date of signing: 29.3.10

DRAFT



Equality Action Plan/Report

Directorate: Group 3

Policy: Safeguarding Adults

Responsible Manager: Fiona Burton & Lorraine Longstaff

Name of Person Developing the Action Plan: Lorraine Longstaff

Consultation Group(s): Srs, Consultants, Practice development, External agencies, PALs.

Review Date:

The above service/policy has been reviewed and the following actions identified and prioritised.
All identified actions must be completed by: _____

Action:	Lead:	Timescale:
<u>Rewriting policy</u> Reference made to Safeguarding Policy for Children specifically for all children aged under 18	Lorraine Longstaff	Completed

When completed please return this action plan to the Trust Equality and Diversity Lead; Pamela Chandler or Jane Turvey. The plan will form part of the quarterly Governance Performance Reviews.

Signed by Responsible Manager:

Lorraine Longstaff

Date:

29.3.10