KENT COUNTY COUNCIL
EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)

This document is available in other formats, Please contact Katherine.stephens@Kent.gov.uk or telephone on 03000 415509

You need to start your Equality Analysis and data collection when you start to create or change any policy, procedure project or service

When developing high-level strategies under which other policies will sit, if those policies are jointly owned by KCC and partner organisations, they will need to take the partnership approach to EqIAs.

Please read the EqIA GUIDANCE and the EqIA flow chart available on KNet.

Directorate: Social Care, Health and Wellbeing – Kent and Medway Safeguarding Adults Board

Name of policy, procedure, project or service
Kent and Medway Safeguarding Adults Board Strategic Plan 2015 – 2018

What is being assessed?
The Kent and Medway Safeguarding Adults Board Strategic Plan which sets out the Board’s vision for 2015-2018, the Board’s priorities. These reflect the Board’s vision and provide direction to the further development and improvement of safeguarding practice in Kent and Medway.

Responsible Owner/ Senior Officer
Andrew Ireland
Nick Sherlock/Katherine Stephens

Date of Initial Screening
23 July 2015

Date of Full EqIA :
4 August 2015

<table>
<thead>
<tr>
<th>Version</th>
<th>Author</th>
<th>Date</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>K. Stephens</td>
<td>04/08/15</td>
<td>First draft</td>
</tr>
<tr>
<td>2</td>
<td>J Hill</td>
<td>21/8/15</td>
<td>E &amp; D Comments</td>
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</table>
## Screening Grid

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Could this policy, procedure, project or service, or any proposed changes to it, affect this group less favourably than others in Kent? YES/NO If yes how?</th>
<th>Assessment of potential impact</th>
<th>Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?</th>
<th>Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>No</td>
<td>Positive</td>
<td>Negative</td>
<td>Internal action must be included in Action Plan</td>
</tr>
<tr>
<td>Disability</td>
<td>No</td>
<td>Positive</td>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Gender</td>
<td>No</td>
<td>Positive</td>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Gender identity</td>
<td>No</td>
<td>Positive</td>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Race</td>
<td>No</td>
<td>Positive</td>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Religion or belief</td>
<td>No</td>
<td>Positive</td>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>No</td>
<td>Positive</td>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Pregnancy and maternity</td>
<td>No</td>
<td>Positive</td>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Marriage and Civil Partnerships</td>
<td>No</td>
<td>Positive</td>
<td>Negative</td>
<td></td>
</tr>
<tr>
<td>Carer's responsibilities</td>
<td>No</td>
<td>Positive</td>
<td>Negative</td>
<td></td>
</tr>
</tbody>
</table>
Part 1: INITIAL SCREENING

Proportionality - Based on the answers in the above screening grid what weighting would you ascribe to this function – see Risk Matrix

<table>
<thead>
<tr>
<th>Low</th>
<th>Medium</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low relevance or Insufficient information/evidence to make a judgement.</td>
<td>Medium relevance or Insufficient information/evidence to make a Judgement.</td>
<td>High relevance to equality, likely to have adverse impact on protected groups</td>
</tr>
</tbody>
</table>

State rating & reasons

Medium risk – people may experience barriers to accessing information so consideration will need to be given to diverse needs including age, cultural, language, sensory requirements etc.

Context

“Safeguarding means protecting an adult’s right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the time making sure that the adult’s wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action.” Care Act (2014)

The Kent and Medway Safeguarding Adults Board (KMSAB) works to make sure that all agencies are working together to help keep Kent and Medway’s adults safe from harm and to protect the rights of citizens under the Mental Capacity Act.

The enactment and implementation of the Care Act 2014, placed Safeguarding Adults Boards on a statutory basis from April 2015.

In line with the Care Act 2014, the Kent and Medway Safeguarding Adults Board (SAB) is required to publish a Strategic Plan each financial year.

Aims and Objectives

There continues to be an increasing focus on the profile of safeguarding adults work. It is clear from national developments that partnerships are a critical aspect in sustaining the impetus for improvement and hence the importance of setting out a local vision for Kent and Medway.

The Strategic Plan sets out Kent and Medway Safeguarding Adults Board’s vision for 2015 - 2018. The vision sits alongside a number of other key documents, enabling the Board to strategically review and plan work.

Each provides direction and continuity to the Strategic Plan, ensuring that the achievements of the Board are built upon each year and actions are focussed on the Board’s overall priorities and objectives.
Kent and Medway Safeguarding Adults Board Vision 2015 – 2018 – sets out the overall vision of the Board and the outcomes it wants to achieve for adults at risk in Kent and Medway.

Kent and Medway Safeguarding Adults Board Priorities 2015 – 2018 – establishes the strategic themes that need to be delivered to achieve the Board’s vision; providing the overarching direction to inform subsequent years Strategic Plans.

Kent and Medway Safeguarding Adults Board Annual Plan 2015 – 2016 – provides a detailed plan of specific key actions, supporting actions and target timescales required to deliver the Board’s vision and priorities.

Kent and Medway Safeguarding Adults Board Annual Report – reviews progress in relation to the actions laid out in the Strategic Plan.

The Kent and Medway Safeguarding Adults Board has worked to promote an understanding and taken action to demonstrate that ‘safeguarding is everyone’s responsibility’. The development of this vision marks the commitment from partners for a shared commitment to keeping adults safe and protected from abuse and neglect.

Kent and Medway Safeguarding Adults Board Vision

‘Our vision is to ensure that Kent and Medway is an increasingly safer place for adults at risk of abuse and neglect.’

To achieve this vision the Board will need to work throughout the partnership and with local communities to:

- Prevent abuse and neglect from happening
- Identify and report abuse and neglect
- Respond to any abuse and neglect that is occurring
- Support people who have suffered abuse or neglect to recover and to regain trust in those around them
- Raise awareness of safeguarding adults and the role everyone can play in responding to, and preventing, abuse and neglect

The Kent and Medway Safeguarding Adults Board priorities reflect the direction set out in current national drivers for change. For this reason the priorities are designed around the six key principles that underpin all adult safeguarding work (Care Act 2014) as follows:

- Empowerment
- Protection
- Proportionality
- Prevention
- Partnership
- Accountability
The Strategic Plan is met by work detailed in the Annual Plan, with specific key actions and target timescales.

**Beneficiaries**
It is envisaged that the following will benefit from the Kent and Medway Safeguarding Adults Board Strategic Plan and its implementation:

- All customers of KCC whether they are businesses, residents or visitors to Kent.
- Partners; public sector, private sector and voluntary organisations assisting and working together with joined-up service delivery centred around customer needs.
- Staff and members.

KCC is committed to delivering the best possible services to all customers and service users. In line with our equalities duties, we are committed to understanding and dealing appropriately with any barriers to service delivery associated with protected characteristics.

In general terms all stakeholders are intended to benefit from the priorities outlined in the Strategic Plan.

KCC already has in place standards to ensure that the needs of protected characteristics are met. This includes communication channels that have been built to equalities standards such as our website, the provision of text relay in our contact centre enabling the deaf and hard of hearing community to contact us and the ability to request documents in alternative formats.

**Information and Data**
The total population of Kent is estimated to be 1,510,400. The 2013 mid-year population estimates for Medway was 271,105 which is a 1.1% increase above the 2012 mid-year estimate. Kent’s population grew by 16,800 people (1.1%) between 2013 and 2014. This rate of growth is higher than both the national (0.8%) and regional (0.9%) growth rate.

There were a total of 3,517 new safeguarding referrals in the period 2014-2015, which sees a 0.7% decrease on the previous year. Kent saw a decrease of 3.1% in their referrals from 2013-2014 to 2014-2015. Medway’s rate of referrals has decreased by 22.5%.

Kent has an ageing population with the number of 65+ year olds forecast to increase by 91,200 (31.8%) by 2026. People aged 18-64 make up 58.8% of the population and people aged 65+ make up 19.5%. In Medway, the number of people aged 65+ is expected to have risen by 31.7% with 61,200 people in this age bracket by 2030. People aged 18-64 make up 61.9% of the population and people aged 65+ make up 15.3%.

In the period 2014-2015, the majority of all safeguarding referrals across Kent and Medway, 38.8%, were from the 18-64 age group, with the second most
prevalent group being the 85+ age category, 29.4%. There has been no significant change in the proportions of referrals across the age groups over the past three years.

There are slightly more female residents than male residents in Kent. 51% (770,300 people) residents are female and 49% (740,100) male. This pattern is seen nationally and in all of Kent’s local authority districts. However, the male to female ratio changes with age. On the whole there tends to be more males than females up to the age of 24 years. Beyond this age, there are more females than males, although the exact age at which there become more females than males does vary between each local authority district. The number of males in Medway has increased slightly more than females since the Census in 2001, however females still out number males, which is also reflected nationally.

In 2014-2015, the highest proportions of alleged victims in Kent and Medway were female at 61.2%.

Just under 1.4 million of Kent’s residents are from the White ethnic group which accounts for 93.7% of the total population. This is a higher proportion than the national figure of 85.4% and the South East figure of 90.7%. The remaining 6.3% of the total population belong to the other four broad ethnic groups which we have identified as the Black Minority Ethnic (BME) group. This is a lower proportion than the national figure of 14.6% and the regional figure of 9.3%. Medway has become more ethnically diverse since 2001. The White population has remained virtually static, whilst the Black and Minority Ethnic (BME) population has increased from 5.4% to 10.4% in 2011.

In 2014-2015, the percentage of victims in Kent and Medway from a black or minority ethnic background increased from 3.0% to 3.4%. The percentage of alleged victims from a white background has decreased slightly from 88.1% to 86.5%.

Across Kent and Medway, physical abuse has remained the category most prevalent. The proportion of incidences where emotional/psychological abuse was a factor has decreased by 7.1% between 2012-2013 and 2014-2015. Incidences where financial abuse was apparent have also decreased over the past three years, falling from 22.3% in 2012-2013 to 19% in 2014-2015.

In 2014-2015 the main location for incidences of alleged abuse across Kent and Medway was within a residential care home, with 38.6% of referrals occurring here. This is consistent with the reported figures for the previous two years. 34.4% of incidences were reported to be in the alleged victims own home, representing a 0.4% decrease from 2013-2014.

In 2014-2015 the main source of referrals were Social Care staff and Health staff; 45.6% and 23.5% respectively. 3.5% of referrals were self-referrals, 5.7% were from family members whilst 0.7% were from other service users. Such low percentages highlight the importance of raising safeguarding awareness amongst members of the public. 7.6% of referrals were from the
March 2014

Care Quality Commission and Police (3.8% respectively). It is imperative that colleagues working in these partner agencies also have an awareness of adult safeguarding and how to make referrals.

**Involvement and Engagement**

The KMSAB tasked a small working group to develop the three year Strategic Plan. Members of the group included representatives from:

- Kent County Council
- Medway Council
- Health Provider
- Health Commissioner
- Police

A pre-engagement consultation process has taken place. The draft Strategic Plan was circulated to members of the KMSAB and all Working Groups which sit underneath the Board. Comments received were analysed and reflected in the draft document.

An online public consultation exercise is taking place in September 2015 for six weeks. Members of the public will be invited to comment on the draft Strategic Plan. The questionnaire will be accessible online and in alternative formats on request.

All comments received from the public consultation exercise will be analysed and will inform the final document.

The final version of the Strategic Plan will be presented to the KMSAB on 10 December 2015 and will be published online. All those who commented on the document in the consultation process will be sent a link to the final document. An outcome report will be published online.

**Potential Impact**

**Adverse Impact:**

**Positive Impact:**

By raising awareness of adult safeguarding among members of the public in Kent and Medway, this may result in an increase in safeguarding referrals.

**JUDGEMENT**

**Option 1 – Screening Sufficient** YES

Following this initial screening our judgement is that no further action is required.

**Justification:**

**Option 2 – Internal Action Required** NO

Updated 10/09/2015
Option 3 – Full Impact Assessment

Action Plan
Information is collected as part of the safeguarding process in relation to protected characteristics. However not all of this information is recorded on systems and therefore the data cannot be interrogated to identify underlying cultural issues.

Data will be reported in the future to enable the SAB to have a better understanding of the cultural issues, enabling these to be addressed through multi-agency work and awareness raising of adult safeguarding.

Monitoring and Review
Data will be reported to the SAB and the multi-agency Quality Assurance Working Group to inform awareness raising campaigns and multi-agency work across Kent and Medway.

Sign Off
I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

Senior Officer
Signed: Nick Sherlock
Name: Nick Sherlock
Job Title: Head of Adult Safeguarding
Date: 24/08/2015

DMT Member
Signed: Name:
Job Title: Date:
### Equality Impact Assessment Action Plan

<table>
<thead>
<tr>
<th>Protected Characteristic</th>
<th>Issues identified</th>
<th>Action to be taken</th>
<th>Expected outcomes</th>
<th>Owner</th>
<th>Timescale</th>
<th>Cost implications</th>
</tr>
</thead>
</table>
| Religion or belief, gender identity, sexual orientation, pregnancy and maternity, marriage and civil partnerships | Data is not currently reported for these protected characteristics in relation to adult safeguarding referrals | Data to be recorded on systems  
Adult safeguarding reporting to include these protected characteristics | SAB to understand and address existing cultural gaps in data | Performance Teams in Kent County Council and Medway Council | Ongoing | Nil |