

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Adult Social Services
Service Area	Commissioning and Quality standards
Service/policy/function being assessed	Joint Safeguarding Adults Board
Which borough (s) does the service/policy apply to	Wandsworth and Richmond
Staff involved	Lynn Wild

SUMMARY

There are current two separate Safeguarding Adults Boards (SABs) servicing Richmond and Wandsworth. SABs are statutory requirements and it is the duty each Council to ensure that there is an effective SAB in place to undertake the three core duties:

- develop and publish a strategic plan setting out how they will meet their objectives and how their member and partner agencies will contribute;
- publish an annual report detailing how effective their work has been;
- commission safeguarding adult’s reviews (SARs) for any cases which meet the criteria for these.

In order to create a more efficient way of working for the council and its partners it has been agreed to create a single SAB across Richmond and Wandsworth. As the functions and activities of the two SAB’s are broadly similar there will be very limited impact in terms of equalities. There is a slight risk that the voice of some communities may be lost in a wider partnership, however it is the intention to mitigate this through a requirement on voluntary sector partners to ensure that the “voice” of these communities is heard at the SAB and to ensure that there is an effective communication mechanism in place with wider communities of interest. This will be in place by May 2018.

1. Background

Both Richmond and Wandsworth have long established Safeguarding Adults' Partnership Boards, which were established before it was a statutory requirement to have a SAB. Both Boards were established and continue to function, in terms of the delegated responsibilities of the Director of Adult Social Services.

Currently all statutory SAB partners are undergoing structural realignment and changing geographical configurations.

- Richmond and Wandsworth Councils have had a Shared Staffing Arrangement (SSA) in place since October 2016.
- The CCG's have developed Local Delivery Units currently across paired councils of Richmond/Kingston and Wandsworth/ Merton.
- The Metropolitan Police are looking at thematic / functional leadership across Richmond, Kingston, Wandsworth and Merton and this is likely to come into effect from May 2018.

There is increasing pressure on resources across public services and this is particularly true for all SAB partners. The cost of staff attendance at SAB's and undertaking the work of the SAB is considerable.

Although the work of each SAB relates to local populations, there are generic issues across both SAB's. Consequently, there is considerable duplication of effort, particularly where partners attend multiple Boards. There is a need to optimise opportunities for shared learning and development (sharing skills, knowledge and expertise across geographies as well as organisations).

There is a need to ensure that the policies and procedures of Richmond and Wandsworth are consistent so that the public and professionals are not confused about how to access and use services.

Richmond and Wandsworth Councils are reviewing their SAB arrangements:

- To streamline how the SABs work
- To ensure we work effectively across partnerships.
- To make best use of limited resources in all organisations

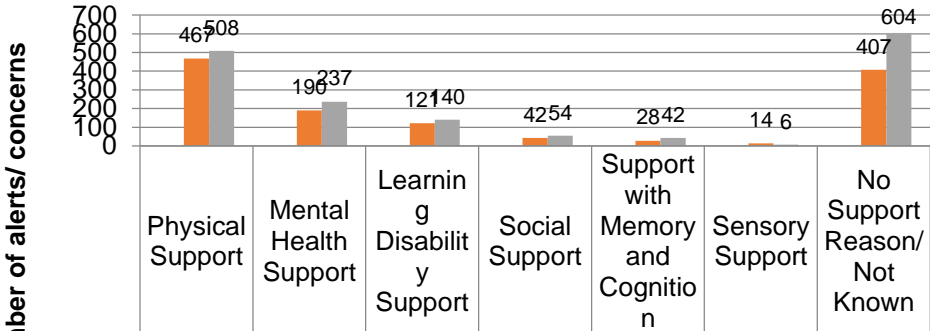
Across London and the country, both Local Safeguarding Children's Boards (LSCB) and Safeguarding Adults Boards (SAB) are considering how to make their functioning more efficient and effective. Different geographic alignments have been developed with success in other areas such as Tri Borough.

As statutory Boards the activity and functions carried out are broadly similar. Consultation was undertaken with all partners at a meeting held in November 2017, led by the Director of Adult Social Services. All partners understood the rationale for the change and were in broad agreement with it.

2. Analysis of need and impact

Protected group	Findings																																																							
Age	<p>Both Richmond and Wandsworth Safeguarding Adult performance information identify that the incidence of safeguarding enquiries highest amongst older people however this is also the category with the highest level of adult social care needs.</p> <p>Richmond 2016/17 data showing number of referral based on age is shown in chart 1 below. This shows that 41% of referrals are for residents aged 75+. This is significantly above the borough profile for this age of residents.</p> <p>CHART 1: Age of people with safeguarding referral/enquiries</p> <table border="1"> <thead> <tr> <th rowspan="2">Age</th> <th colspan="2">2014/15</th> <th colspan="2">2015/16</th> <th colspan="2">2016/17</th> </tr> <tr> <th>Number</th> <th>%</th> <th>Number</th> <th>%</th> <th>Number</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>18-30</td> <td>31</td> <td>12%</td> <td>31</td> <td>7%</td> <td>38</td> <td>10%</td> </tr> <tr> <td>31-44</td> <td>32</td> <td>12%</td> <td>34</td> <td>8%</td> <td>38</td> <td>10%</td> </tr> <tr> <td>45-64</td> <td>62</td> <td>24%</td> <td>89</td> <td>21%</td> <td>91</td> <td>24%</td> </tr> <tr> <td>65-74</td> <td>25</td> <td>10%</td> <td>48</td> <td>11%</td> <td>55</td> <td>44%</td> </tr> <tr> <td>75-84</td> <td>44</td> <td>17%</td> <td>77</td> <td>18%</td> <td>67</td> <td>17%</td> </tr> <tr> <td>85+</td> <td>67</td> <td>26%</td> <td>139</td> <td>33%</td> <td>94</td> <td>24%</td> </tr> </tbody> </table> <p>Wandsworth 016/17 data showing number of referral based on age is shown on Chart 2 below. This shows that 26% of referrals are for residents aged 75+. This is above the borough profile for Wandsworth residents aged 75+. However, it is below the rate for Richmond due to the different demographics of the two boroughs.</p>	Age	2014/15		2015/16		2016/17		Number	%	Number	%	Number	%	18-30	31	12%	31	7%	38	10%	31-44	32	12%	34	8%	38	10%	45-64	62	24%	89	21%	91	24%	65-74	25	10%	48	11%	55	44%	75-84	44	17%	77	18%	67	17%	85+	67	26%	139	33%	94	24%
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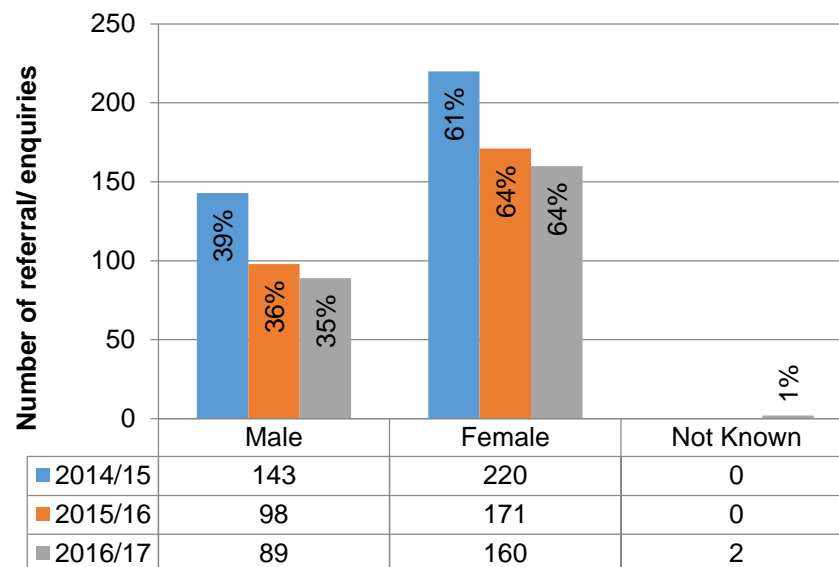
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	<p data-bbox="452 280 2141 389">Wandsworth 2016/17 data in relation to disabilities (learning, physical and mental health) are shown in the table 4 below. As with the Richmond data this shows that high numbers of alerts relate to disabled residents. The safeguarding process of course is aimed to prevent harm and protect people with care and support needs.</p> <p data-bbox="452 453 1366 485">Chart 4: Number of people with alert/concerns by service user group</p>  <table border="1" data-bbox="479 836 1406 960"> <thead> <tr> <th data-bbox="479 836 613 868">Number of alerts/ concerns</th> <th data-bbox="613 836 725 868">Physical Support</th> <th data-bbox="725 836 837 868">Mental Health Support</th> <th data-bbox="837 836 949 868">Learning Disability Support</th> <th data-bbox="949 836 1061 868">Social Support</th> <th data-bbox="1061 836 1173 868">Support with Memory and Cognition</th> <th data-bbox="1173 836 1285 868">Sensory Support</th> <th data-bbox="1285 836 1406 868">No Support Reason/ Not Known</th> </tr> </thead> <tbody> <tr> <td data-bbox="479 868 613 884">2014/15</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td data-bbox="479 884 613 900">2015/16</td> <td data-bbox="613 884 725 900">467</td> <td data-bbox="725 884 837 900">190</td> <td data-bbox="837 884 949 900">121</td> <td data-bbox="949 884 1061 900">42</td> <td data-bbox="1061 884 1173 900">28</td> <td data-bbox="1173 884 1285 900">14</td> <td data-bbox="1285 884 1406 900">407</td> </tr> <tr> <td data-bbox="479 900 613 916">2016/17</td> <td data-bbox="613 900 725 916">508</td> <td data-bbox="725 900 837 916">237</td> <td data-bbox="837 900 949 916">140</td> <td data-bbox="949 900 1061 916">54</td> <td data-bbox="1061 900 1173 916">42</td> <td data-bbox="1173 900 1285 916">6</td> <td data-bbox="1285 900 1406 916">604</td> </tr> </tbody> </table>	Number of alerts/ concerns	Physical Support	Mental Health Support	Learning Disability Support	Social Support	Support with Memory and Cognition	Sensory Support	No Support Reason/ Not Known	2014/15								2015/16	467	190	121	42	28	14	407	2016/17	508	237	140	54	42	6	604
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Gender (sex)	<p data-bbox="452 1053 2141 1161">Both Richmond and Wandsworth Safeguarding Adult performance information identify that the incidence of safeguarding enquiries is slightly higher for women than men and this is broadly representative of people with care and support levels in each borough.</p> <p data-bbox="452 1225 2141 1295">In Richmond, the data in relation to gender and safeguarding is shown in chart 5 below. The higher proportion of Enquires relating to women is reflective of the higher proportion of women who receive services.</p> <p data-bbox="452 1321 1469 1353">CHART 5: Gender of people with safeguarding referral/enquiries (Richmond)</p>																																

Protected group	Findings						
	Gender	2014/15		2015/16		2016/17	
		Number	%	Number	%	Number	%
	Male	83	32%	148	35%	164	42%
	Female	178	68%	271	65%	220	57%

In Wandsworth the data in relation to gender and safeguarding is shown in chart 6 below. The higher proportion of Enquires relating to women is reflective of the higher proportion of women who receive services.

CHART 6: Gender of people with safeguarding referral/enquiries



The SAB's recognise the risk of domestic violence and in particular the often 'hidden' or unrecognised domestic violence in older couples. The SAB Wandsworth raised awareness through its safeguarding conference in November 2017. Domestic abuse in each area accounts for 5% or less of the total of referral.

Protected group	Findings																																		
	Modern Slavery, a category newly introduced by The Care Act 2014, could affect groups with protected characteristics, in particular trafficking and sexual exploitation being closely related. Nil cases reported to date therefore awareness raising ongoing.																																		
Gender reassignment	There are no reliable or definitive figures available locally or nationally on the size of the transgender population. ¹ National research suggests that there could be between 300,000 and 500,000 transgender people living in the UK, or 0.6% - 1% of the population. ² To date there have not been any adult safeguarding incidents which relate to people who have gender reassignment.																																		
Marriage and civil partnership	Information on marriage and civil partnerships is collected by most partners, however it is not routinely reported on in relation to Safeguarding enquiries.																																		
Pregnancy and maternity	There is no routine collection of data regarding Safeguarding enquires in relation to pregnancy and maternity																																		
Race/ethnicity	Both Richmond and Wandsworth Safeguarding Adult performance information identify that the incidence of safeguarding enquiries in relation to race/ethnicity is broadly representative of people with care and support levels in each borough. In Richmond, the 2011 Census, the population of BAME groups resident in the London Borough of Richmond is 14% for people age 18 – 64 and 6% for people age 65 and over. CHART 7: Ethnicity of people with safeguarding referral/enquiries (Richmond)																																		
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¹ Datarich, Estimating the Transgender Population of Richmond upon Thames, June 2015.

² Reed B, Rhodes S, Schofield P, and Wylie K (2009) Gender variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution, Gender identity research and education society.

Protected group	Findings																																						
	Black or Black British	7	3%	*	1%	12	3%																																
	Other Ethnic Groups	6	2%	8	3%	9	2%																																
	Not Stated	19	6%	12	5%	59	15%																																
	<p>In Wandsworth the 2011 Census, in accordance to the 2011 Census, the population of BAME group's resident in the London Borough of Wandsworth is 29%. The ethnicity of people with safeguarding referral is shown in chart 8 below and is broadly in line with Census findings</p> <table border="1"> <thead> <tr> <th></th> <th>A - White</th> <th>B - Mixed</th> <th>C - Asian or Asian British</th> <th>D - Black or Black British</th> <th>E - Other Ethnic Groups</th> <th>N - Not Stated</th> <th>Not Known</th> </tr> </thead> <tbody> <tr> <td>2014/15</td> <td>242</td> <td>13</td> <td>30</td> <td>47</td> <td>5</td> <td>0</td> <td>26</td> </tr> <tr> <td>2015/16</td> <td>163</td> <td>9</td> <td>20</td> <td>48</td> <td>4</td> <td>0</td> <td>25</td> </tr> <tr> <td>2016/17</td> <td>141</td> <td>7</td> <td>16</td> <td>40</td> <td>5</td> <td>1</td> <td>41</td> </tr> </tbody> </table>								A - White	B - Mixed	C - Asian or Asian British	D - Black or Black British	E - Other Ethnic Groups	N - Not Stated	Not Known	2014/15	242	13	30	47	5	0	26	2015/16	163	9	20	48	4	0	25	2016/17	141	7	16	40	5	1	41
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Religion and belief, including non-belief	The council and partners collect information in relation to region and belief however this is not routinely reported on in relation to adult Safeguarding incidence.																																						
Sexual orientation	Data on the sexual orientation of residents is very limited. The 2011 Census did not have a question regarding sexual orientation. Nationally, it is estimated that the gay, lesbian and bisexual population in England and Wales constitute between 5% and 7% of																																						

Protected group	Findings
	<p>the population³. The ONS Integrated Household Survey (2011) reports that 1.5% of the population describe themselves as being gay, lesbian or bisexual. In London, this figure rises to 2.5%. Other studies suggest that areas such as London and Brighton have larger (10%).⁴</p> <p>Although data on the sexual orientation of service users is collected it is not reported on in relation to adult Safeguarding. In order to understand our populations better, data against this protected characteristic should be monitored in future.</p>

3. Data gaps.

Data gap(s)	How will this be addressed?
<p>There are some gaps in the data reporting of all the protected characteristic groups in relation to adult safeguarding. There is little, if any, data around sexual orientation, gender reassignment, marriage and civil partnerships, pregnancy and maternity. All these protected characteristics are potential causes of discrimination and as such are relevant to adult Safeguarding activity however they have less impact on the functioning of the strategic SAB which co-ordinates activities across a wide partnership.</p>	<p>The joint SAB will encourage partners to begin collecting data in relation to the protected characteristic currently not represented in data sets. This will be included in the joint SAB strategic plan.</p>

³ Department for Trade and Industry, Final Regulatory Impact Assessment: Civil Partnerships 2004. Also from DataRich: Knowing our Communities - Borough Demographics, January 2014.

⁴ DataRich: Knowing our Communities - Borough Demographics, January 2014.

4. Impact

Protected group	Positive	Negative
<p>Age</p>	<p>The functions of the Richmond and Wandsworth SABs include assurance that all partner undertake their safeguarding activities with due regard for equality issues and that the Board Commissions Safeguarding Adult Reviews on the same basis. All agencies have their own governance arrangements in relation to this and offer the SAB assurance through their annual review information.</p> <p>Each agency undertakes its own equalities training to ensure staff are aware of this strand and its impact on their work. The safeguarding board obtains generic assurance that this is well managed this is explored as part of the annual self-assessment survey each agency submits to the SAB</p> <p>This will not change as a result of the creation of a joint SAB</p> <p>The current good practice across the partnership will continue.</p> <p>The “voice” of older people who experience abuse or neglect will be strengthened through the new requirement of SAB voluntary sector organisations in general and Healthwatch in particular, to ensure engagement of this community of interest in feedback</p>	<p>The shift to a larger more strategic joint SAB may result in a loss of focus on the impact of age in relation to safeguarding adult’s incidence. This will be mitigated through a requirement of voluntary sector organisations to have a role in ensuring the views of all groups are available to the SAB through their representatives on the SAB. This will be managed in the same way for both Richmond and Wandsworth communities.</p> <p>Although the two boroughs have different demographic structures, the local input via the assigned voluntary sector agency will ensure that this is effectively managed.</p>

Protected group	Positive	Negative
	<p>on safeguarding experiences. This will enhance quality and will be managed similarly for Richmond and Wandsworth.</p>	
<p>Disability</p>	<p>The functions of the Richmond and Wandsworth SABs include assurance that all partner undertake their safeguarding activities with due regard for equality issues and that the Board commissions Safeguarding Adult Reviews on the same basis. All agencies have their own governance arrangements in relation to this and offer the SAB assurance through their annual review information.</p> <p>Each agency undertakes its own equalities training to ensure staff are aware of this strand and its impact on their work. The safeguarding board obtains generic assurance that this is well managed this is explored as part of the annual self-assessment survey each agency submits to the SAB</p> <p>The current good practice across the partnership will continue.</p> <p>The “voice” of disabled people who experience abuse or neglect will be strengthened through the new requirement of SAB voluntary sector organisations in general and Healthwatch in particular, to ensure engagement of this community of interest in feedback on safeguarding experiences. This will enhance quality</p>	<p>The shift to a larger more strategic joint SAB may result in a loss of focus on the impact of disability in relation to safeguarding adult’s incidence. This will be mitigated through a requirement of voluntary sector organisations to have a role in ensuring the views of all groups are available to the SAB through their representatives on the SAB. This will be managed in the same way for both Richmond and Wandsworth communities.</p>

Protected group	Positive	Negative
	and will be managed similarly for Richmond and Wandsworth.	
Gender (sex)	<p>The current good practice across the partnership will continue.</p> <p>Each agency undertakes its own equalities training to ensure staff are aware of this strand and its impact on their work. The safeguarding board obtains generic assurance that this is well managed this is explored as part of the annual self-assessment survey each agency submits to the SAB</p> <p>The “voice” of people who experience abuse or neglect will be strengthened through the new requirement of SAB voluntary sector organisations in general and Healthwatch in particular, to ensure engagement of this community of interest in feedback on safeguarding experiences. This will enhance quality and will be managed similarly for Richmond and Wandsworth.</p>	<p>The shift to a larger more strategic joint SAB may result in a loss of focus on the impact of gender in relation to safeguarding adult’s incidence. This will be mitigated through a requirement of voluntary sector organisations to have a role in ensuring the views of all groups are available to the SAB through their representatives on the SAB. This will be managed in the same way for both Richmond and Wandsworth communities.</p>
Gender reassignment	<p>There will be an opportunity to require partners to gather and report information on this area, which is currently under-reported</p> <p>Each agency undertakes its own equalities training to ensure staff are aware of this strand and its impact on their work. The safeguarding board obtains generic assurance that this is well managed this is explored as</p>	No negative impact.

Protected group	Positive	Negative
	<p>part of the annual self-assessment survey each agency submits to the SAB</p>	
<p>Marriage and civil partnership</p>	<p>The current good practice across the partnership will continue.</p> <p>There is an opportunity to report information on this area, which is currently under-reported.</p> <p>Each agency undertakes its own equalities training to ensure staff are aware of this strand and its impact on their work. The safeguarding board obtains generic assurance that this is well managed this is explored as part of the annual self-assessment survey each agency submits to the SAB</p>	<p>No negative impact</p>
<p>Pregnancy and maternity</p>	<p>There will be an opportunity to require partners to report information on this area, which is currently under-reported</p> <p>Each agency undertakes its own equalities training to ensure staff are aware of this strand and its impact on their work. The safeguarding board obtains generic assurance that this is well managed this is explored as part of the annual self-assessment survey each agency submits to the SAB</p>	<p>No negative impact.</p>

Protected group	Positive	Negative
Race/ethnicity	<p>The current good practice across the partnership will continue.</p> <p>Each agency undertakes its own equalities training to ensure staff are aware of this strand and its impact on their work. The safeguarding board obtains generic assurance that this is well managed this is explored as part of the annual self-assessment survey each agency submits to the SAB</p> <p>The “voice” of Black, ethnic and Minority residents who experience abuse or neglect will be strengthened through the new requirement of SAB voluntary sector organisations in general and Healthwatch in particular, to ensure engagement of this community of interest in feedback on safeguarding experiences. This will enhance quality and will be managed similarly for Richmond and Wandsworth.</p>	<p>The shift to a larger more strategic joint SAB may result in a loss of focus on the impact of race/ethnicity in relation to safeguarding adult’s incidence. This will be mitigated through a requirement of voluntary sector organisations to have a role in ensuring the views of all groups are available to the SAB through their representatives on the SAB. This will be managed in the same way for both Richmond and Wandsworth communities. Although it is recognised that the profile of each council is significantly different for both councils, the use of a local voluntary sector agency to con-ordinate input from a range of stakeholders will mitigate that this area continues to receive appropriate consideration in relation to adult safeguarding.</p>
Religion and belief, including non-belief	<p>There will be an opportunity to require partners to report information on this area, which is currently under-reported</p> <p>Each agency undertakes its own equalities training to ensure staff are aware of this strand and its impact on their work. The safeguarding board obtains generic assurance that this is well managed this is explored as part of the annual self-assessment survey each agency submits to the SAB</p>	<p>No negative impact.</p>

Protected group	Positive	Negative
Sexual orientation	<p>There will be an opportunity to require partners to gather and report information on this area, which is currently under-reported</p> <p>Each agency undertakes its own equalities training to ensure staff are aware of this strand and its impact on their work. The safeguarding board obtains generic assurance that this is well managed this is explored as part of the annual self-assessment survey each agency submits to the SAB</p>	No negative impact.

5. Actions

Action	Lead Officer	Deadline
Ensure that the residents "voice" is heard in relation to all adult safeguarding through an agreed role for voluntary sector SAB's to ensure engagement with these local communities and to feedback their views at the joint SAB	Board Co-ordinator	May 2018