

Safeguarding Children and Adults Policy 2022-2025

Document History	
Lead/Author(s)	Designated Professionals for Adult Safeguarding Designated Nurses for Children's Safeguarding and Looked After Children, NEL ICB
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10/07/2019	1.0	Eve McGrath	Draft	New policy
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21/11/2019	1.2	Eve McGrath	Final version	Approved by BHR CCG's Quality and Performance Committee
06/05/2022 Update 14/11/2022	2.0	Mary O'Reardon Lyn Glover	Draft	Revision and Update of 2019 policy – Transfer to NEL ICB
06/10/2023	3.0	Korkor Ceasar Associate Director for safeguarding children Celia Jeffreys Associate Director for safeguarding adults	Final draft	Revision & editing of sections 5.3, 5.4, 5.8, 6.1 and 11.0.

INDEX

No	Section	Page No.
1	Introduction	4
2	Scope	4
3	Purpose	6
4	Definitions	6
5	Roles and Responsibilities	7
6	Additional Safeguarding Responsibilities	9
7	Training	11
8	Recommendations and approval process	11
9	Implementation / dissemination	11
10	Monitoring and Compliance and effectiveness of this document	12
11	Documentation review frequency and version control	12
12	Supporting documents / evidenced based references	12
	Appendices	
1	Equality Impact Assessment	16

Contents

1. Introduction	5
2. Scope	5
3. Purpose	6
4. Definitions	6
5. Roles and Responsibilities	7
6. Additional Safeguarding Responsibilities	9
7. Training	11
8. Implementation / Dissemination	11
9. Monitoring compliance and effectiveness of the document	12
10. Document review frequency and version control	12
11. Supporting documents / evidenced based references	12
Safeguarding Adults Reviews (SARs) under the Care Act (March 2015)	14
Appendix 1	16
Equality Impact Assessment Form Safeguarding Adult and Children Policy	16

1. Introduction

- 1.1 The purpose of this policy is to ensure there is a consistent and robust approach across NEL ICB to safeguarding children and adults at risk of harm and abuse.
- 1.2 Children and adults at risk and the quality of their care is at the heart of the NHS, and commitment is made to patient choice, control and accountability that includes support and protection for those in most vulnerable situations and their safeguarding is central to the quality of care and the NHS Outcomes Framework.
- 1.3 This policy sets out the statutory requirements for the ICB to discharge its appropriate accountability for safeguarding adults, children and young people at risk of harm or abuse. This policy should be read in conjunction with the London Safeguarding Children Procedures (2022), Working Together to Safeguard Children (2018), the London multi-agency Adult Safeguarding Policy and Procedures (April 2019), and the NEL ICB MCA / DoLS policy.
- 1.4 Commissioners have responsibilities for commissioning high quality health care for the population in their area.
- 1.5 It is the responsibility of every NHS funded organisation and health care professional to ensure people in vulnerable circumstances are safe and receive the highest possible standards of care. This policy sets out how, as a commissioning organisation NEL ICB fulfils its duties and responsibilities when safeguarding children and adults with care and support needs effectively, not only within the organisation, but also across the local health economy via its commissioning arrangements.
- 1.6 The ICB works in partnership with other commissioners and providers of health and social care services, statutory and voluntary organisations to improve outcomes for adults at risk, children and young people. It works to ensure that patients and their families get timely and appropriate care that ensures they are kept safe from harm and that their care is safe, fair and equitable provision of public resources.
- 1.7 This policy has also been produced to ensure that all managers and staff are aware of their responsibilities when reporting safeguarding concerns by making patients an integral part of the care offered to patients, carers and families. It should be read in conjunction with a number of local policies and compliance with all ICB policies is a condition of employment.

2. Scope

- 2.1 As a commissioner of local health care, NEL ICB are responsible for the quality assurance of safeguarding through contractual arrangements with all provider organisations. The ICB have a duty to ensure that all health providers with whom they commission discharge their functions with regard to meeting the needs of safeguarding and promotion of welfare of children and adults at risk. All providers must demonstrate continued compliance with the CQC registration, quality standards, legislation and statutory guidance.

- 2.2 This policy applies to all ICB staff including those on secondment in and out of the organisation, volunteers, students, honorary appointees, trainees, contractors, temporary workers including locum and those working on a bank or agency contracts.
- 2.3 For ease of reference, all staff and workers who fall under these groups will be uniformly referred to as 'staff' in this document.

3. Purpose

- 3.1 This policy will define how NEL ICB will discharge its corporate responsibility and accountability for safeguarding children and adults.
- 3.2 The policy provides guidance to NEL ICB staff to enable them to fulfil their safeguarding children and adults responsibilities.
- 3.3 The policy also provides guidance in the ICB's commissioning roles to drive continual improvement of services for children and adults in terms of equity, effectiveness, safety, timeliness, efficiency encompassing the think family approach. All staff should be trained and competent to be able to recognise signs and indicators of abuse and make appropriate referrals to fulfil their statutory responsibilities to safeguard those members of our community who are at risk of harm and abuse.

4. Definitions

- 4.1 In this policy, a child is defined as anyone who has not yet reached their 18th birthday. 'Children' therefore means '**babies, children and young people**' throughout this document, as in the Working Together to Safeguard Children (July 2018).
- 4.2 The term *Vulnerable Adults* was replaced in 2011 with *Adult at Risk of Abuse or Neglect*. The Care Act (2014) states that safeguarding duties apply to an adult who:
- has care and support needs (whether or not the Local Authority is meeting any of those needs); and
 - is experiencing or at risk of abuse, or neglect; and
 - as a result of those care and support needs, is unable to protect themselves from either the risk of, or the experience of abuse or neglect.
- 4.3 Under Section 14.7 of the Care Act 2014 Safeguarding means; *Protecting an adult's right to live in safety, free from abuse and neglect, People and organisations working together to prevent or stop the risk of abuse, Promote the adult's well-being and listen to their views.*
- 4.4 The Care and Support Statutory Guidance identifies ten types of abuse, these are:
- Physical abuse (e.g. Assault, unlawful restraint, overmedication)
 - Domestic abuse including Forced Marriage (e.g. coercive control, threatening violence, physical assault)
 - Sexual abuse (e.g. sexual harassment, rape)
 - Psychological/emotional (e.g., Making threats of harm, bullying comments)
 - Financial abuse (e.g. Misuse of a person's funds, preventing access to funds or financial opportunities)
 - Modern Slavery (e.g. Forced labour, coercive employment with limited payment)
 - Neglect and Acts of Omission (e.g. failure to support someone to attend medical appointments or obtain preventative treatments).

- Discriminatory Abuse
- Organisational Abuse (e.g Routinely overlooking an individual's personal needs in favour of organisational needs)
- Neglect or Acts of Omission
- Self- Neglect

In addition the Pan London Multi-Agency Safeguarding Policies and Procedures highlight

- Female genital mutilation
- Radicalisation
- Criminal exploitation including trafficking and 'county lines' activity
- Exploitation including 'Cuckooing'
- Pressure Ulcers
- Unauthorised Deprivation of Liberty.

5. Roles and Responsibilities

- 5.1 Safeguarding is a continuum or response that seeks to prevent abuse or neglect. It is an umbrella term for both promoting welfare and protecting from harm. The ICB has robust arrangements in place to address the risk and harm drawing on national policy and guidance along with local practice knowledge and experience
- 5.2 The Safeguarding children, young people and adults at risk in the NHS: Safeguarding accountability and assurance framework (NHS England, 2022) defines the ICB's accountability for safeguarding.
- 5.3 The Care Act 2014 and Health and Care Act 2022 places a legal duty on ICBs to work with local authorities to promote the integration of health and social care services.
- 5.4 ICBs are required to have clear lines of accountability and governance within and across organisation's for the commissioning and provision of services designed to safeguard and promote the welfare of adults and children.
- 5.5 All employees should be trained in line with the requirements as stipulated in the intercollegiate document (adult and children's) in recognising and reporting safeguarding issues, receive appropriate supervision and ensure that their staff are competent to carry out their responsibilities for safeguarding.
- 5.6 Staff must recognise that sharing information appropriately is vital to ensure that children and adults are protected from abuse and neglect. Safeguarding can override any duty of confidentiality. Staff must be familiar with information sharing guidance and seek clarity where appropriate.
- 5.7 The ICB has arrangements in place to secure the expertise of designated doctors and nurses for safeguarding children and Looked after Children and a designated paediatrician for child death, in line with Working Together (2018).
- 5.8 An audit of the ICBs safeguarding arrangements in line with section 11 of the Children Act 2004/ LSCP self-assessments must be completed at the request of safeguarding partners.
- 5.9 The ICB will be required to seek assurance from all commissioned providers that processes are in place to meet their statutory safeguarding responsibilities following approved NICE guidance (2016) for the transition from children to adult services.

- 5.10 The ICB will have an identified Designated Professional for Safeguarding Adults who will have a broad knowledge of healthcare for older people, people with dementia, people with learning disabilities and people with mental health conditions, along with an understanding of social exclusion and the factors that influence health inequalities in our communities.
- 5.11 The Care Act 2014 places statutory 42 duties on Local Authorities to make (or cause to be made) whatever enquiries it thinks necessary to decide what, if any, action needs to be taken and by whom when they have reasonable cause to suspect that an adult may be experiencing or is at risk of abuse or neglect.
- 5.12 NEL ICB has systems in place to assure that all providers meet the requirements of the Mental Capacity Act 2005, and will ensure all commissioned services are compliant with the Deprivation of Liberties Safeguards. (See NEL ICB MCA /DoLS Policy 2022)
- 5.13 The ICB will promote a positive learning culture that extends across partnership agencies to ensure that organisations are not unduly risk averse and, through partnership working, have systems to access community resources that can reduce social and physical isolation for adults.
- 5.14 **The Chief Executive Officer**
The NEL ICB CEO as the Accountable Officer has overall responsibility for the strategic direction and operational management, including ensuring that process documents comply with all legal, statutory and good practice guidance requirements. The NEL ICB CEO is accountable for ensuring that the health contribution to Safeguarding is discharged effectively across the whole local health economy through ICB commissioning arrangements and internal processes. This role is supported by the Chief Nursing Officer who is Board lead for Safeguarding and is supported by the Designated Professionals for Safeguarding for subject and place based advice to the Governing Body on safeguarding matters.
- 5.15 **The Chief Nursing Officer**
The ICB Chief Nursing Officer as Executive Lead for MCA and DoLS will, with support from the Designated Professional, ensure that the ICB has effective staffing, systems, processes and structures in place, ensuring that there is a programme of training and mentoring to support staff within the ICB. The ICB Chief Nursing Officer is responsible for ensuring that:
- The necessary training required to implement this document is identified and resourced.
 - The ICB has in place assurance processes to ensure compliance with MCA and DoLS legislation, guidance, policy, procedures, code of practice, quality standards, and contract monitoring of provider.
 - Financial resources are made available to enable legal applications to proceed to Court of Protection (Legal representation and Court Fees).
- 5.16 **Directors**
Directors need to ensure staff directly or indirectly employed by the ICB, are aware of their responsibility for safeguarding, and know who to contact, and how to act on concerns in accordance with the local and national policies and procedures.
- 5.17 **Managers**

Managers will be required to ensure all staff, and those in services contracted by the ICB, are trained and competent to be alert to the potential indications of abuse or neglect and can fulfil their responsibilities in line with local and national policies and procedures.

- 5.18 Managers should promote a culture of listening to and engaging in dialogue with vulnerable groups, taking account of their wishes and feelings both in individual decisions and the establishment or development and improvement of services.
- 5.19 Commissioning managers have responsibilities to address failures in care in addition to the responsibilities of the CQC. Where the CQC takes enforcement actions, commissioners have a key role in managing the impact on the local health economy. The Care Quality Commission (CQC) 'Essential Standards for Quality and Safety' (2010) set specific outcomes for safeguarding and safety as a requirement for all registration for all providers of NHS care.
- 5.20 **Designated Professionals**
Designated professionals provide a key contribution to the effective functioning of the local safeguarding arrangements. The role works to support the functions of the quality team, providing advice and clinical support as required and to develop key quality indicators and metrics for monitoring of quality and contracts.
- 5.21 Designated professionals provide support to health providers and independent contractor safeguarding leads, named doctors, nurses, midwives and other health professionals who take a professional lead within their own organisations.
- 5.22 NEL ICB is required to have a designated doctor for child death. This role includes:
- ensuring that relevant professionals (i.e. coroner, police and Local Authority) are informed of the death;
 - takes a lead on coordinating the team of professionals (involved before, and/or after the death) which is convened when a child dies unexpectedly;
 - convenes multi-agency discussions after the initial and final post mortem results are available
- 5.23 **Named GP for Safeguarding Children/Consultant Nurse for Primary Care**
NEL ICB has Named GPs for Safeguarding Children/Consultant Nurse for Primary Care who provide advice and support to GPs and their practices, and take a strategic professional lead on all aspects of primary care's contribution to safeguarding children across ICB footprint.

6. Additional Safeguarding Responsibilities

- 6.1 **Governance**
The ICB must ensure that they have management and accountability structures which provide assurance of the delivery of safe and effective services in accordance with statutory, national and local guidance for safeguarding children and adults at risk.
- 6.2 A safeguarding governance structure for the ICB is set out on the intranet and updated as required.
- 6.3 **Duty of Candour**
Good safeguarding practice requires openness, transparency and trust. There is a legal duty of candour on health service bodies to "act in an open and transparent way with relevant persons in relation to care and treatment provided to service users in carrying out a regulated activity".
- 6.4 **Safer Recruitment**

NEL ICB is committed to undertaking safer and effective recruitment in line with the NEL ICB's Recruitment and Selection Policy and also the London Safeguarding Children Protection Procedures: [London Safeguarding Children Procedures](#)

- 6.5 **Allegations against staff or volunteers who work with children and adults**
If it is alleged that an employee of the ICB may have caused harm to a child at risk it must be responded to and thoroughly addressed. Please refer to Managing Safeguarding Children Allegations against Staff Policy found on the ICB intranet and also the London Safeguarding Children Procedures: [London Safeguarding Children Procedures](#)
- 6.6 The Local Authority Designated Officer (LADO) must be informed within one working day of all allegations that come to an employer's attention or that are made to the police regarding an employee that may have caused harm to a child. It is the responsibility of the nominated senior officer to ensure the LADO is notified.
- 6.7 When there is an allegation or concern that any person who works with adult at risk may have:
- Behaved in a way that has harmed an adult, or may have harmed an adult at risk
 - Possibly committed a criminal offence against or related to an adult at risk
 - Behaved towards an adult at risk in a way that indicates they may pose a risk of harm to adults at risk
- 6.8 Each local area will have a designated PiPoT Allegations Against People in Position of Trust (PiPoT) Protocol and the Designated PiPoT officer (typically the Adult Safeguarding Lead at the local authority) should be immediately notified for advice and case management. Please refer to the Pan London Safeguarding Policies and Procedures.
- 6.9 **Whistleblowing**
Safeguarding is complex and it is important to promote a culture where staff are able to raise concerns and whistle blow without fear, that there is an understanding of the need for staff support to achieve effective outcomes for vulnerable individuals. NEL ICB has a Raising A Concern (Whistleblowing Policy) which should be read in collaboration with this policy. Individuals can seek confidential advice and guidance on whistleblowing from the ICB's Freedom to Speak Up Guardian.
- 6.10 **Domestic Abuse**
Domestic abuse is defined as: any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners or family members regardless of gender or sexuality. Please refer to the ICB's domestic abuse policy
- 6.11 **Domestic Homicide Reviews (DHR's)**
DHR's are a statutory requirement of section 9 of the Domestic Violence, Crime and Victim Act 2004. The ICB has a duty to have regard to the statutory guidance (2013) and to ensure that providers across the health economy respond. This will be monitored as part of the quality contracting and monitoring process.
Please refer to the Home Office website:
<https://www.gov.uk/government/collections/domestic-homicide-review> for further information about the DHR's.
- 6.12 **Female Genital Mutilation**

Female Genital Mutilation (FGM) is illegal in England and Wales under the FGM Act 2003. It is a form of child abuse and violence against women. FGM comprises all procedures involving partial or total removal of the external female genitalia for non-medical reasons.

Please refer to NHS England website:

<https://www.england.nhs.uk/north/wp-content/uploads/sites/5/2016/01/fgm-hp-guide.pdf> for the FGM mandatory reporting flowchart and follow safeguarding procedures.

6.13 **Modern Slavery and Human Trafficking**

Efforts against Modern Slavery and Human Trafficking is led by the Modern Slavery Human Trafficking Unit (MSHTU). NEL ICB have incorporated key elements of the Modern Slavery and Human Trafficking agenda into its safeguarding policy. The ICB produces an annual statement of intent within its annual report

6.14 **PREVENT**

The Counter Terrorism Act 2015 includes the PREVENT Strategy which sets out the government's commitment to understand factors which encourage people to support terrorism and then to engage in terrorism – related activity. Evidence suggests that radicalisation is driven by an ideology which sanctions the use of violence; by propagandists for that ideology here and overseas; and by personal vulnerabilities and specific local factors which, for a range of reasons, make that ideology seem both attractive and compelling. Prevent is part of the country's counter-terrorism strategy, CONTEST. The ICB is required to have nominated leads for PREVENT and ensure that each provider includes the principles of the PREVENT agenda, NHS England training and competency framework within their Safeguarding agendas, and to have a nominated lead for PREVENT in their organisations.

6.15 Please see NEL ICB Prevent Policy for further information about Prevent.

7. Training

7.1 NEL ICB has arrangements in place to ensure effective training of all ICB staff. The level of training will be determined by the responsibilities set out in job descriptions /role functions and identified through regular supervision and appraisals. All line managers will be responsible for monitoring the training of their staff via the Workforce platform.

7.2 Please refer to the Royal College of Nursing Intercollegiate Guidance for Adult Safeguarding: Roles and Competencies for Health Care Staff via link: <https://www.rcn.org.uk/professional-development/publications/pub-007069>.

7.3 Please also refer to the Royal College of Nursing Intercollegiate Guidance Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff Fourth edition: January 2019 and the Looked After Children: Roles and Competencies of Healthcare Staff 2020 via links: <https://www.rcn.org.uk/professional-development/publications/rcn-looked-after-children-roles-and-competencies-of-healthcare-staff-uk-pub-009486>
<https://www.rcpch.ac.uk/resources/safeguarding-children-young-people-roles-competences-healthcare-staff>

8. Implementation / Dissemination

This policy will be distributed through the NEL ICB's intranet / internet and GP websites.

All staff will be notified of the policy through the staff bulletin.

9. Monitoring compliance and effectiveness of the document

The monitoring and effectiveness of this policy will be through lines of reporting to the Governing Body, staff annual appraisals and supervision.

10. Document review frequency and version control

This policy will be reviewed every two years' or earlier if national legislation and guidance changes.

11. Supporting documents / evidenced based references

Evidence	Hyperlink (if available)
Adolescent to Parent Violence 2015	Adolescent to parent violence – Domestic Abuse (domesticabuseservices.org.uk)
Adult Safeguarding: roles and competencies for Health Care Staff (October 2018)	https://www.rcn.org.uk/-/media/royal-college-of-nursing/documents/publications/2018/august/pdf-007069.pdf
<i>Building Partnerships, Staying Safe: The health sector contribution to HM Government's PREVENT strategy: guidance for healthcare organisations</i> " (DH Nov 2011)	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/215251/dh_131934.pdf
Care Act 2014	http://www.legislation.gov.uk/ukpga/2014/23/contents/enacted
Child sexual exploitation: definition and guide for practitioners (Home Office 2017)	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/591903/CSE_Guidance_Core_Document_13_02.2017.pdf
Children Act 1989	https://www.legislation.gov.uk/ukpga/1989/41/contents
Children Act 2004	Children Act 2004 (legislation.gov.uk)
Children and Social Care Act 2017	Children and Social Work Act 2017 (legislation.gov.uk)
Child GP Safeguarding Toolkit (Undated)	https://www.rcgp.org.uk/clinical-and-research/resources/toolkits/child-safeguarding-toolkit.aspx
Child Sexual Exploitation: definition and guide for practitioners Feb 2017	https://www.gov.uk/government/publications/child-sexual-exploitation-definition-and-guide-for-practitioners
Crime and Disorder Act 1998	https://www.legislation.gov.uk/ukpga/1998/37/contents

Counter – Terrorism and Security Act 2015 (PREVENT)	http://www.legislation.gov.uk/ukpga/2015/6/contents/enacted
Data Protection Act 2018	http://www.legislation.gov.uk/ukpga/2018/12/contents/enacted
Domestic Abuse Act 2021	Domestic Abuse Act 2021 (legislation.gov.uk)
Domestic Violence, Crime & Victims Act 2004	https://www.legislation.gov.uk/ukpga/2004/28/contents
Equality Act 2010	https://www.gov.uk/guidance/equality-act-2010-guidance
FACTSHEET 11 The Care Bill - transition for children to adult care and support services	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/268687/Factsheet_11_update_tweak.pdf
Governments Mandate to NHS England 2022/23	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1065713/2022-to-2023-nhs-england-mandate.pdf
Guidance Domestic abuse: a resource for health professionals (DH 2017)	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/597435/DomesticAbuseGuidance.pdf
Health and Care Act, 2022	https://www.legislation.gov.uk/ukpga/2022/31/contents/enacted
Information Sharing Advice for practitioners providing safeguarding services to children, young people, parents and carers (July 2018)	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721581/Information_sharing_advice_practitioners_safeguarding_services.pdf
Looked After Children Knowledge, Skills and Competencies of Health Care staff (2020)	Looked After Children: Roles and Competencies of Healthcare Staff Royal College of Nursing (rcn.org.uk)
London multi-agency adult safeguarding policy and procedures (April 2019)	http://londonadass.org.uk/wp-content/uploads/2019/05/2019.04.23-Review-of-the-Multi-Agency-Adult-Safeguarding-policy-and-procedures-2019-final-1-1.pdf
London Safeguarding Children Procedures 7 th Edition 2022	London Safeguarding Children Procedures
Mental Capacity 2005	http://www.legislation.gov.uk/ukpga/2005/9/contents
Mental Health Act 1983	http://www.legislation.gov.uk/ukpga/1983/20/contents

NICE guidance Child abuse and neglect.	Overview Child abuse and neglect Guidance NICE
NICE guidance Domestic violence and abuse: how health services, social care and the organisations they work with can respond effectively	Overview Domestic violence and abuse: multi-agency working Guidance NICE
NHS Act 2006	http://www.legislation.gov.uk/ukpga/2006/41/contents
NHS Oversight Framework 2022/23	https://www.england.nhs.uk/publication/nhs-oversight-framework-22-23/
NHS Prevent training and competencies framework	NHS Prevent training and competencies framework - GOV.UK (www.gov.uk)
Patient Safety Incident Response Framework	https://www.england.nhs.uk/patient-safety/incident-response-framework/
Promoting the health and wellbeing of looked after children (2015)	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/413368/Promoting_the_health_and_well-being_of_looked-after_children.pdf
Revised PREVENT Duty Guidance: for England and Wales	https://www.gov.uk/government/publications/prevent-duty-guidance/revised-prevent-duty-guidance-for-england-and-wales
Safeguarding Adults Reviews (SARs) under the Care Act (March 2015)	https://www.scie.org.uk/safeguarding/adults/reviews/care-act
Safeguarding Adults: The Role of Commissioners (March 2011)	https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/215715/dh_125036.pdf
Safeguarding children Roles and competencies for Health Care staff (January 2019)	https://www.rcpch.ac.uk/resources/safeguarding-children-young-people-roles-competences-healthcare-staff
Safeguarding children, young people and adults at risk in the NHS: Safeguarding accountability and assurance framework	https://www.england.nhs.uk/publication/safeguarding-children-young-people-and-adults-at-risk-in-the-nhs-safeguarding-accountability-and-assurance-framework/
Safeguarding Vulnerable Groups Act 2006	http://www.legislation.gov.uk/ukpga/2006/47/pdfs/ukpga_20060047_en.pdf
Serious Crimes Act 2015 (Coercion and Control)	http://www.legislation.gov.uk/ukpga/2015/9/section/76/enacted
Sexual Offences Act 2003	http://www.legislation.gov.uk/ukpga/2003/42/contents

Serious Violence Duty – Statutory Guidance 2022	Serious Violence Duty - Statutory Guidance (publishing.service.gov.uk)
The London Child Sexual Exploitation Operating Procedure (Metropolitan Police 2021)	https://www.met.police.uk/SysSiteAssets/media/downloads/central/services/accessing-information/child-abuse/the-london-child-exploitation-operating_protocol_2021.pdf
Working Together to Safeguard Children (July 2018)	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/722305/Working Together to Safeguard Children - Guide.pdf

Appendix 1

Equality Impact Assessment Form Safeguarding Adult and Children Policy

Equality Impact Assessment Form	
Policy author: Eve McGrath, Designated Nurse for Adult Safeguarding Updated: Mary O'Reardon Designated Professional for Adult Safeguarding Lyn Glover, Designated Nurse for Safeguarding Children	Date: 16/11/2022
Title of policy: Safeguarding Adult and Children Policy 2022	Is this a new or existing policy? Revised / <u>Updated Policy</u>
1. Is there a concern that the policy does or could have a differential impact in any of the following areas?	
	Y/N – delete as appropriate
Age Marriage/civil partnership Disability Religion/beliefs Gender Race Pregnancy/maternity Sexual orientation Gender re-assignment	No No No No No No No No
2. If the answer is 'no' for the groups above, please sign and date the form and add this form to the end of the policy.	
3. If the answer is 'yes' for any of the groups above, please explain the reasons and complete box 4 (below).	
4. Are there any additions or actions to be added to the policy which ensure the policy does not have an adverse impact on any of the protected groups? If the answer is "yes", please detail below.	
Policy author: Mary O'Reardon Designated Professional for Adult Safeguarding Lyn Glover, Designated Nurse for Safeguarding Children	Date: 05/05/2022 and 16/11/2022
North East London Integrated Care Board Unex Tower, 5 Station St, London E15 1DA	

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