

Form name	Integrated Impact Assessment
Reference	IA638941746
Date	15/08/2024



Policy details

Request date	15/08/2024 22:30
Directorate	PCC Housing, Neighbourhood and Building Services
Service	Housing Needs, Advice & Support (HNAS) service
Title of policy, service, function	HNAS Safeguarding Policy
Type of policy, service, function	New
What is the aim of your policy, service, function, project or strategy?	Set out the HNAS service's processes for meeting its statutory duties in respect of safeguarding children and adults
Has any consultation been undertaken for this proposal?	yes
What were the outcomes of the consultations?	Contents of policy informed through consultation will all team managers within service and following feedback/discussions with colleagues from PSAB and PSCP in respect of self-assessments; active participation of officers in regular safeguarding review work such as SAR subgroup
Has anything changed because of the consultation?	yes
Please provide details	Linked with the relevant safeguarding legislation, guidance frameworks of local joint local authority partnerships (HIPS and 4LSAB), PCC corporate complaints policy and the Housing Ombudsman handling code
Did this inform your proposal?	yes
Please provide details	Ensured policy contents are accurate, relevant and will support best practice going forward

Equality & diversity - will it have any positive/negative impacts on the protected characteristics?

<p>With the above in mind and following data analysis, who is the policy, service, function, project or strategy going to benefit or have a detrimental effect on and how?</p>	<p>The policy will benefit all customers of the HNAS service in respect of ensuring there are robust procedures in place to safeguard children and adults from harm, and clear accountability amongst managers of the service to deliver the policy and monitor its effectiveness.</p> <p>In respect of those with protected characteristics, the policy may have specific benefits in respect of:</p> <p>Age - the policy codifies the HNAS service's commitment to safeguarding from harm all children, young people and adults with care and support needs such as the elderly</p> <p>Ethnicity - the policy includes consideration of cultural issues which may lead to people particularly from ethnic minority backgrounds experiencing abuse, such as Female Genital Mutilation, Modern Slavery, hate crimes and discriminatory abuse.</p> <p>Disability - the policy codifies the HNAS service's commitment to safeguarding from harm or abuse any adult with care and support needs, such as those with a disability.</p> <p>Sex/gender - the policy includes consideration of domestic violence, abuse and forced marriages, which have a disproportionate impact on women</p> <p>Gender reassignment - Religion - the policy includes consideration of the need to safeguard people against harm as a result of hate crimes and discriminatory abuse</p> <p>Religion - the policy includes consideration of the need to safeguard people against harm as a result of hate crimes and discriminatory abuse</p>
<p>Will any of those groups be affected in a different way to others because of your policy, project, service, function, or strategy?</p>	<p>There could be situations where unconscious bias may lead staff to make assumptions about who may or may not need safeguarding</p>
<p>If you are directly or indirectly discriminating, how are you going to mitigate the negative impact?</p>	<p>The ongoing development of staff understanding and awareness of equality, diversity and inclusion, unconscious bias and professional curiosity will mitigate the impact of any unintended negative impact of the policy as per previous question. The HNAS service has now recruited a manager to lead on training and quality assurance which will further support this.</p>

<p>Who have you consulted with or are planning to consult with and what was/will be your consultation methodology?</p>	<p>We have linked to the PCC Corporate Complaints Policy, Housing Ombudsman Code and the relevant legislation (Care Act 2024, Children Acts of 1989 and 2004) and we have worked with colleagues from PSAB and PSCP in respect of safeguarding self-assessments and active participation of HNAS officers in regular safeguarding review work. The HNAS Safeguarding Policy will be accessible to the public through the council's website, so residents have oversight and will be able to comment.</p>
<p>How are you going to review the policy, service, project or strategy, how often and who will be responsible?</p>	<p>The policy will be reviewed at least every two years, or earlier following any serious case review or learning event which highlights a relevant need, or following any change to legislation, regulation, best practice or operational procedure.</p>

Crime - Will it make our city safer?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>The policy details the service response to identify and mitigate the impact of a variety of forms of abuse and which may include criminal activities, such as physical or sexual abuse, hate crimes and modern slavery. As such the policy may have a positive impact on helping to reduce crime and prevent vulnerable people from the risk of harm.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>The policy will be reviewed at least every two years, and on an ad hoc basis as required, such as following any serious case review or learning event which highlights a relevant need such as in this area.</p> <p>We can explore whether there is data available in respect of reported crime experienced by individuals who use services provided by HNAS and therefore if there is an opportunity to understand the possible impact of improved safeguarding processes to mitigate the impact and likelihood of those customers being victims of crime as a result of abuse or neglect.</p>

Housing - will it provide good quality homes?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>Although the policy will not directly impact on the provision of good quality homes, the positive impact of effective safeguarding of customers of the HNAS service, particularly those with more complex needs and a greater level of vulnerability, is a potential decrease in the number of placement breakdowns/evictions as a secondary consequence of a person or family struggling to manage or maintain accommodation as a result of abuse or neglect.</p> <p>As such this can be considered a potential positive impact on wider housing circumstances in the city.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>The policy will be reviewed at least every two years, and on an ad hoc basis as required, such as following any serious case review or learning event which highlights a relevant need such as in this area.</p> <p>Relevant data concerning placement breakdown and eviction of individuals with complex needs such as those in HNAS commissioned supported accommodation and rough sleeping services may inform an understanding of the wider impact of the approach.</p>

Health - will this help promote healthy, safe and independent living?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>The policy details the service response to identify and mitigate the impact of a variety of forms of abuse and harm, including physical or sexual abuse, domestic violence and FGM. As such the policy will promote and encourage healthy behaviours and improved mental and physical health and wellbeing and an improved quality of life</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>The policy will be reviewed at least every two years, and on an ad hoc basis as required, such as following any serious case review or learning event which highlights a relevant need such as in this area.</p> <p>There may be scope to triangulate data held on safeguarding outcomes for customers of the HNAS service and those using commissioned support services, and data gathered by Public Health to better understand and inform the link between safe and secure housing and improved health outcomes.</p>

Income deprivation and poverty - will it consider income deprivation and reduce poverty?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>The policy details the service response to identify and mitigate the impact of a variety of forms of abuse and harm, including financial abuse and modern day slavery. As such, and by underpinning approaches to tackle such forms of abuse, the policy may have a positive impact on supporting those vulnerable to falling into poverty and who may have no/low educational qualifications.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>The policy will be reviewed at least every two years, and on an ad hoc basis as required, such as following any serious case review or learning event which highlights a relevant need such as in this area.</p> <p>There may be scope to triangulate data held on safeguarding outcomes for customers of the HNAS service and those using commissioned support services, and data gathered by other services such as Tackling Poverty Coordinator and the DWP to better understand and inform the link between safe and secure housing and improved income equality.</p>

Carbon emissions - will it reduce carbon emissions?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Energy use - will it reduce energy use?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Climate change mitigation and flooding - will it proactively mitigate against a changing climate and flooding?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Natural environment - will it ensure public spaces are greener, more sustainable and well-maintained?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Air quality - will it improve air quality?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Transport - will it make transport more sustainable and safer for the whole community?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Waste management - will it increase recycling and reduce the production of waste?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Culture and heritage - will it promote, protect and enhance our culture and heritage?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Employment and opportunities - will it promote the development of a skilled workforce?

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?	The policy and the recruitment, induction and training processes detailed within it will promote a more highly skilled workforce within the HNAS service
How are you going to measure/check the impact of your proposal?	Use of HNAS service training tracker, casework supervisions, PDRs etc of individual staff members across the service

Economy - will it encourage businesses to invest in the city, support sustainable growth and regeneration?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Social value

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Involvement

Who was involved in the Integrated impact assessment?	Michael Swann
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Name of the person completing this form	Michael Swann
Date of completion	2024-08-15