

Impact Assessment



Assessment of: Merger of Devon Safeguarding Adults Partnership and Torbay Safeguarding Adults Board

Service: Adult Care and Health

Head of Service: Keri Storey

Version / date of sign off by Head of Service:

Assessment carried out by (job title): Steve Rowland, Business Manager, Devon Safeguarding Adults Partnership

1. Description of project / service / activity / policy under review

The proposal is for the Devon Safeguarding Adults Partnership (DSAP) and the Torbay Safeguarding Adults Board (TSAB) to merge to form one Board with a single set of strategic priorities, one Independent Chair, and a number of sub-groups that report through to the new Board.

The recommendation, as detailed within the main Cabinet report, is to agree for the work to commence to implement the changes needed to merge the DSAP and TSAB.

During the Implementation stage, partners and both board offices remain committed to ensure that all groups are protected within the equality act along with all stakeholders.

This Impact Assessment remains in draft and will be reviewed throughout the Implementation Stage should Cabinet agree the recommendations.

2. Reason for change

The DSAP and TSAB both understand and recognise the benefits that can be maximised from a focussed, joined up approach to deliver the safeguarding priorities.

It is recognised that some partners have a remit over the wider Devon geographical area and are therefore servicing up to three or more Safeguarding Adults Boards at present (Devon, Torbay, Plymouth).

It is also recognised that partners work closely with other strategic partnerships and that as much alignment as possible would greatly improve efficiency, effectiveness and wider benefit to the people and communities of Devon and Torbay.

There is a potential to streamline operational practice and processes across the Devon geographic, this would assist people/members of the public in relation to safeguarding.

A restructure and rebrand of a new Safeguarding Adults Partnership could be far reaching within communities and have a positive impact on improving the public awareness of safeguarding adults.

3. Aims / objectives, limitations and options going forwards (summary)

A Task and Finish Group made up of representatives from statutory partners of both the DSAP and TSAB initially considered 6 options and appraised each of these for their strengths, weakness, opportunities and threats.

The Task and Finish Group determined that 2 options remained as the only feasible options to be considered. These 2 options were to stay the same or to merge the Devon Safeguarding Adults Partnership and the Torbay Safeguarding Adults Board.

After careful consideration of the various sources of feedback including; the voice of the people who attended the engagement focus groups, the voice of independent providers at an engagement event, informal discussions with wider partners and the support of both Torbay and Devon County Council's Directors of Adult Social Services it was agreed that the option to merge the Devon Safeguarding Adults Partnership and the Torbay Safeguarding Adults Board would be progressed as the agreed recommendation.

4. People affected and their diversity profile

The fundamental aim of the proposed merger of Safeguarding Adult Boards is to ensure that we maximise the opportunities to keep people in local communities safer.

There will be a potential to streamline operational practice and processes across Devon to assist partners and people/members of the public involved in adult safeguarding.

A restructure/rebrand of both TSAB and DSAP could be positive in terms of improved public awareness

It is recognised that some partners have a remit over the wider Devon geographical area and are therefore servicing up to three or more Safeguarding Adults Boards at present (Devon, Torbay, Plymouth).

It is also recognised that partners work closely with other strategic partnerships and that as much alignment as possible would greatly improve efficiency, effectiveness and wider benefit to the communities of Devon and Torbay.

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For local authorities, a shared resource in terms of partner engagement, Torbay and Devon Local Authorities alongside our statutory partners will be in a strong position to ensure a robust approach to safeguarding across the geography by utilising a single independent chair.

5. Stakeholders, their interest and potential impacts

A merger of the TSAB and DSAP is in keeping with overall direction of local authority integration, health and care integration and the direction of travel within the Devon Sustainability and Transformation Partnership (STP).

Views from members of the community were gained at two engagement events held across Devon and Torbay with no significant disadvantages raised. A merger of the TSAB and DSAP will allow for a single Community Reference Group to be in place across Devon and Torbay which will ensure an effective mechanism for engaging with people who have had lived experiences of safeguarding.

This proposed merger is also in keeping with the new arrangements for Healthwatch which now spans the wider Devon geographic of Devon, Torbay and Plymouth under one new contract.

6. Research used to inform this assessment

An effective and evidenced options appraisal exercise has been completed using a SWOT analysis approach. The findings of the SWOT analysis have been fully documented and shared with partners, communities and representatives of the Independent Sector.

7. Description of consultation process and outcomes

Views from independent Providers were gained at an engagement event with no disadvantages being raised. An agreement to merge, as per the recommendation of this report was the consensus of the attendees.

Two engagement events were held across Devon and Torbay with members of the public/those with lived experience of safeguarding. There was recognition that closer partnership arrangements will support keeping people safer.

The benefit of developing consistency of approach with further opportunity for better communication and shared objectives was seen as an enhancement to available support for our local communities across Devon and Torbay.

8. Equality analysis

Giving Due Regard to Equality and Human Rights

The local authority must consider how people will be affected by the service, policy or practice. In so doing we must give due regard to the need to: eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations.

Where relevant, we must take into account the protected characteristics of age, disability, gender, gender reassignment, pregnancy and maternity, marriage and civil partnership, sexual orientation, race, and religion and belief. This means considering how people with different needs get the different services they require and are not disadvantaged, and facilities are available to them on an equal basis in order to meet their needs; advancing equality of opportunity by recognising the disadvantages to which protected groups are subject and considering how they can be overcome.

We also need to ensure that human rights are protected. In particular, that people have:

- A reasonable level of choice in where and how they live their life and interact with others (this is an aspect of the human right to 'private and family life').
- An appropriate level of care which results in dignity and respect (the protection to a private and family life, protection from torture and the freedom of thought, belief and religion within the Human Rights Act and elimination of discrimination and the promotion of good relations under the Equality Act 2010).
- A right to life (ensuring that nothing we do results in unlawful or unnecessary/avoidable death).
- The Equality Act 2010 and other relevant legislation does not prevent the Council from taking difficult decisions which result in service reductions or closures for example, it does however require the Council to ensure that such decisions are:
 - Informed and properly considered with a rigorous, conscious approach and open mind, taking due regard of the effects on the protected characteristics and the general duty to eliminate discrimination, advance equality and foster good relations.
 - Proportionate (negative impacts are proportionate to the aims of the policy decision)
 - Fair
 - Necessary

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- Reasonable, and
- Those affected have been adequately consulted.

<p>Characteristics</p>	<p>Potential or actual issues for this group.</p> <p>[Please refer to the Diversity Guide and See RED]</p>	<p>In what way will you:</p> <ul style="list-style-type: none"> eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. advance equality (to meet needs/ensure access, encourage participation, make adjustments for disabled people, 'close gaps'), if possible. foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
<p>All residents (include generic equality provisions)</p>		<p>A more detailed impact assessment will be completed during the implementation stage. The implementation stage will scope out and the impact of the necessary actions needed to make the merger a success.</p> <p>This impact assessment is a live document to ensure constant review during the implementation stage.</p> <p>Negative Impact – there could have been a potential disengagement from one or other of the current board/partners but this has been mitigated by the same engagement provider now contracted to provide community reference and engagement services for both Devon and Torbay. A merger of the partnerships will only enhance this benefit.</p>
<p>Age</p>		

<p>Characteristics</p>	<p>Potential or actual issues for this group.</p> <p>[Please refer to the Diversity Guide and See RED]</p>	<p>In what way will you:</p> <ul style="list-style-type: none"> • eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. • advance equality (to meet needs/ensure access, encourage participation, make adjustments for disabled people, 'close gaps'), if possible. • foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
<p>Disability (incl. sensory, mobility, mental health, learning disability, neurodiversity, long term ill health) and carers of disabled people</p>		
<p>Culture and ethnicity: nationality/national origin, ethnic origin/race, skin colour, religion and belief</p>		
<p>Sex, gender and gender identity (including men, women, non-binary and transgender people), and pregnancy and maternity (including women's right to breastfeed)</p>		

<p>Characteristics</p>	<p>Potential or actual issues for this group.</p> <p>[Please refer to the Diversity Guide and See RED]</p>	<p>In what way will you:</p> <ul style="list-style-type: none"> • eliminate or reduce the potential for direct or indirect discrimination, harassment or disadvantage, where necessary. • advance equality (to meet needs/ensure access, encourage participation, make adjustments for disabled people, 'close gaps'), if possible. • foster good relations between groups (tackled prejudice and promoted understanding), if relevant? <p>In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?</p> <p>Are you complying with the DCC Equality Policy?</p>
<p>Sexual orientation and marriage/civil partnership</p>		
<p>Other relevant socio-economic factors such as family size/single people/lone parents, income/deprivation, housing, education and skills, literacy, sub-cultures, 'digital exclusion', access to transport options, rural/urban</p>		

9. Human rights considerations:

[Insert text here]

10. Supporting independence, wellbeing and resilience. Give consideration to the groups listed above and how they may have different needs:

In what way can you support and create opportunities for people and communities (of place and interest) to be independent, empowered and resourceful?

[Insert text here]

In what way can you help people to be safe, protected from harm, and with good health and wellbeing?

[Insert text here]

In what way can you help people to be connected, and involved in community activities?

[Insert text here]

11. Environmental analysis

An impact assessment should give due regard to the following activities in order to ensure we meet a range of environmental legal duties. The policy or practice does not require the identification of environmental impacts using this Impact Assessment process because it is subject to (please mark X in the relevant box below and proceed to the 4c, otherwise complete the environmental analysis table):

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Devon County Council's Environmental Review Process	
Planning Permission	
Environmental Impact Assessment	
Strategic Environmental Assessment	

	Describe any actual or potential negative consequences. (Consider how to mitigate against these).	Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible).
Reduce, reuse, recycle and compost:		
Conserve and enhance wildlife:		
Safeguard the distinctive characteristics, features and special qualities of Devon's landscape:		
Conserve and enhance Devon's cultural and historic heritage:		
Minimise greenhouse gas emissions:		
Minimise pollution (including air, land, water, light and noise):		
Contribute to reducing water consumption:		
Ensure resilience to the future effects of climate change (warmer, wetter winters; drier, hotter summers; more intense storms; and rising sea level):		
Other (please state below):		

12. Economic analysis

	Describe any actual or potential negative consequences. (Consider how to mitigate against these).	Describe any actual or potential neutral or positive outcomes. (Consider how to improve as far as possible).
Impact on knowledge and skills:		
Impact on employment levels:		
Impact on local business:		

13. Describe and linkages or conflicts between social, environmental and economic impacts (Combined Impacts):

[Insert text here]

14. How will the economic, social and environmental well-being of the relevant area be improved through what is being proposed? And how, in conducting the process of procurement, might that improvement be secured?

[Insert text here]

15. How will impacts and actions be monitored?

[Insert text here]