

**Equality Impact Screening
(CORPORATE)**

1. SUMMARY INFORMATION	
Name of policy / project:	Adults at Risk of Harm – Staff Guidelines
What is the aim or purpose of the policy / project?	These guidelines are for all Community Safety Glasgow staff including any contractors or volunteers that may encounter actual or suspected abuse of vulnerable adults or may have such information passed to them.
Who is affected by this policy / project?	All employees, volunteers and member of the general public engaged with the company services or provisions.
Who is responsible developing this policy or delivery of this project?	Community Services
Date of Assessment	14.03.18

2. INITIAL SCREENING QUESTIONS – DOES THIS POLICY / PROJECT:	YES	NO
Introduce a new policy or amends an existing policy affecting employees?	Yes	
Involve a change of departmental or Company structure?		No
Involve a reduction or increase in workforce?		No
Change employee's terms and conditions		No
Change employee's working hours?		No
Change employee's work location?		No
Change aspect of employee's physical work environment?		No
Introduces new or amends existing working practices for employees?		No

3. EQUALITY ACT 2010 SCREENING QUESTIONS		
Question	Protected Characteristic	Potential Impact
1. Will this policy or decision impact on each of the groups shown opposite in different or particular ways? If yes please provide detail in the end column.	Age N	There are no negative impacts – on the contrary, staff will be more aware of action they can take to support vulnerable adults particularly adults with physical and mental impairment and the elderly.
	Disability N	
	Gender Reassignment N	
	Pregnancy & Maternity	
	Race N	
	Religion or Belief N	
	Sex (Gender) N	

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	Sexual Orientation N	
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Question	Protected Characteristic	Potential Impact
2. Is there a risk that any part of this policy or decision could cause discrimination to any of the groups opposite? If yes please provide detail in the end column.	Age N	
	Disability N	
	Gender Reassignment N	
	Pregnancy & Maternity N	
	Race N	
	Religion or Belief N	
	Sex (Gender) N	
	Sexual Orientation N	

Question	Equality Act 2010 duties	Potential Impact
3. How can this policy or decision help us to:	Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010?	The guidelines ensure that staff can better identify and report matters of concern relating to the discrimination, harassment and victimisation of adults at risk of harm.
	Advance equality of opportunity between people who share a relevant protected characteristic and those who do not?	
	Foster good relations between people who share a protected characteristic and those who do not?	

4. EVIDENCE OF IMPACT

In coming to the above decision, with whom have you consulted and/ or what information was gathered?	Consulted with / Research	The guidelines assist the Council in delivering its duties under the Adult Support and Protection Act and is
	Details of when / how	

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<i>(Sources such as: Household Surveys, consultations, research reports, equality monitoring, customer feedback forms, complaints etc.).</i>	Outcome and findings	based on guidance from the Glasgow Adult Protection Committee.
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5. PUBLIC INTEREST

<p>Is there any public concern that the functions / policies / project are being operated in or likely to operate in a discriminatory manner. Or that they are likely to be discriminatory ?</p> <p><i>(E.g. media report, research, etc.)</i></p>	A little	<p>No - The guidance provides a clear statement on the Company's commitment to safeguarding vulnerable adults which is of significant public interest.</p>
	Some	
	A lot	

6. ANY OTHER INFORMATION

Not applicable.

7. ASSESSMENT

Given the information above is a full Equality Impact Assessment required?	No
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5. SCREENING SIGN OFF

Responsibility	Print Name	Signature	Date
Officer responsible for the screening.	Iain Paterson		14.03.18
Equality Officer			
Head of Service Approval			

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<p>Document / information for publication to either: (a) CSG Web Site (b) CSG Intranet (c) Neither</p>			
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