

Corporate	ICBP047 Safeguarding Adults and Children Supervision Policy
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Version Number	Date Issued	Review Date
V2	January 2023	January 2025

Prepared By:	Wendy Proctor, Designated Nurse Safeguarding Adults
Consultation Process:	ICB Quality and Safeguarding Task and Finish Group
Formally Approved:	January 2023
Approved By:	Executive Committee

EQUALITY IMPACT ASSESSMENT

Date	Issues
May 2022	No issues identified.

POLICY VALIDITY STATEMENT

Policy users should ensure that they are consulting the currently valid version of the documentation. The policy will remain valid, including during its period of review. However, the policy must be reviewed at least once in every 3-year period.

ACCESSIBLE INFORMATION STANDARDS

If you require this document in an alternative format, such as easy read, large text, braille or an alternative language please contact NECSU.comms@nhs.net

Version Control

Version	Release Date	Author	Update comments
V1	July 2022	Designated Nurse Safeguarding Adults	First Issue
V2	January 2023	Director of Nursing	Reviewed by subject matter expert, as part of forward plan. No amendments required at review point

Approval

Role	Name	Date
Approver	Executive Committee	July 2022
Approver	Executive Committee	January 2023

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1. Introduction

For the purposes of this policy, Integrated Care Board will be referred to as “the ICB”.

The ICB fully recognises its responsibility for protecting and safeguarding the welfare of children and adults at risk. We acknowledge our responsibility to take all reasonable steps to promote safe practice and to protect people from harm, abuse or exploitation.

ICBs have a duty under Section 11 of the Children Act (2004)¹ to ensure that their functions are discharged with regard to the need to safeguard and promote the welfare of children. The ICB should have in place arrangements that reflect the importance of safeguarding and promoting the welfare of children, including the provision of appropriate supervision and support, to fulfil their child welfare and safeguarding responsibilities effectively.

The ICB is committed to ensure that the risks of abuse and neglect to adults, children and young people are minimised and that children, young people and adults achieve their optimal life chance in accordance with Working Together to Safeguard Children (2018)² and The Care Act (2014)³.

Working Together to Safeguard Children (2018)² provides the statutory framework for safeguarding and promoting the welfare of children and highlights the importance of safeguarding supervision.

The Care Act (2014)³ and accompanying Statutory Guidance (2016)⁴ provides the statutory framework for safeguarding and promoting the welfare of adults. This guidance has replaced previous guidance in the document ‘No Secrets’ (2000).

Safeguarding children and adults is a collective responsibility across the health economy. The ICB, as a commissioner of local health services needs to be assured that the provider organisations have effective safeguarding arrangements in place which includes arrangements for the supervision of Named and Designated Professionals at place and other staff working with children and vulnerable adults. The ICB also needs to ensure safeguarding supervision arrangements are in place for its own safeguarding specialist staff.

This policy supports the overarching Safeguarding Strategy, Safeguarding Adults Policy and Safeguarding Children Policy, giving specific clarity around safeguarding supervision within the ICB. Commissioned provider organisations are required to have their own separate Supervision Policies.

¹ [Children Act 2004](#)

² [Working Together to Safeguard Children \(2018\)](#)
[Care Act \(2014\) HMSO:London](#)

⁴ [Care and Support Statutory Guidance Chapter 14](#)

1.1 Status

This policy is a corporate policy.

1.2 Purpose and scope

In accordance with the statutory frameworks for both children and adults Designated Nurses at place are required to provide safeguarding supervision across the health economy for Named/Lead Professionals at place.

This policy primarily applies to all nursing staff working within the ICB Safeguarding Team.

As commissioning organisation employees of the ICB will not be responsible for a caseload; however, “ad hoc” supervision may be provided to any ICB employee who is involved in a complex case where advice and guidance may be required.

The aims and objectives of this policy are to promote and develop a culture that values and engages in regular safeguarding supervision.

2. Definitions

In this policy, a child refers to anyone who has not yet reached their 18th birthday regardless of race, religion, first language, culture, gender, sexuality, health or disability, location or placement, involvement in criminal behaviour, political or immigration status. Safeguarding and promoting the welfare of children is defined under the Children Act 1989⁵ and 2004⁶.

Safeguarding children and young people and promoting their welfare means:

- Protecting children from maltreatment.
- Preventing wherever possible impairment of children’s health or development.
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and;
- Taking action to enable all children to have the best outcomes⁷.

For those young people 16-17 years of age the Mental Capacity Act (2005)⁸ may also apply where there is a disorder or impairment of the mind or brain.

⁵ [Children Act 1989](#)

⁶ [Children Act 2004](#)

⁷ [Working Together to Safeguard Children \(2018\)](#)

⁸ [Mental Capacity Act \(2005\) HMSO: London](#)

Safeguarding adults means protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances⁹.

For the purposes of Adult Safeguarding, an adult is anyone over the age of 18. The Care and Support Act Statutory Guidance (2016)^{9 10} defines safeguarding adults criteria as safeguarding duties apply to an adult who:

- Has needs for care and support (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.

When there is concern that an adult may lack capacity in relation to protecting themselves from harm and/or abuse the Mental Capacity Act (2005)¹¹ should be adhered to, in conjunction with the Care Act Statutory Guidance (2016)⁹.

Whilst many of the processes are similar within safeguarding adults and safeguarding children it is important to recognise that the differing legislation frameworks applicable to safeguarding adults means it could not and should not implicitly follow the children's approach.

3. Safeguarding Supervision

Supervision is defined as:

'A process by which one worker is given responsibility by the organisation to work with another worker(s) in order to meet certain organisational, professional and personal objectives which together promote the best outcomes for service users'¹².

⁹ [Care and Support Statutory Guidance Chapter 14](#)

¹⁰ [Care Act \(2014\) HMSO:London](#)

¹¹ [Mental Capacity Act \(2005\) HMSO: London](#)

¹² Morrison, T. (2005) 3rd edn. Staff Supervision in Social Care: Making a Real Difference for Staff and Service Users.

The objectives and functions of supervision have been described as:

- Competent, accountable performance.
- CPD (developmental or formative function).
- Personal support (supportive or restorative function).
- Engaging the individual with the organisation (mediation function)

Working to ensure children and adults at risk are protected from harm requires sound professional judgements to be made. It is demanding work that can be both distressing and stressful¹³. Staff involved must have access to advice and support from professionals experienced in the field of safeguarding children and adults at risk.

Safeguarding Supervision usually takes place on a one-to-one basis however group supervision may be appropriate in some instances¹⁴.

Safeguarding Supervision will be delivered by an appropriately qualified, experienced Safeguarding Professional who will be trained in supervision skills and have an up-to-date knowledge of the legislation, policy and research relevant to safeguarding and promoting the welfare of children and adults¹⁵. In accordance with contractual arrangements they are accountable for the advice they provide and action they may have to take following the supervision session.

Supervision will be delivered to staff working within the ICB, in line with Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff (2019) and Adult Safeguarding: Roles and Competencies for Health Care Staff (2018). The table below outlines the type of safeguarding roles that require supervision.

Table 1: Frequency of Supervision

Safeguarding Role	Frequency of supervision
Designated Nurse Safeguarding Children at place	Quarterly
Named GPs Safeguarding Children at place	Quarterly
Designated Nurse Looked After Children (LAC) at	Quarterly
Designated Nurse Safeguarding Adults at place	Quarterly
Named GP Safeguarding Adults at place	Quarterly
Named Nurse/ Professional Adults and Children at	
Safeguarding Adults Officers at place	Quarterly
Named Nurse children and adults	
Clinical staff from other ICB teams	As required

¹³ [Working Together to Safeguard Children \(2018\)](#)

¹⁴ Morrison, T. (2005) 3rd edn. Staff Supervision in Social Care: Making a Real Difference for Staff and Service Users.

¹⁵ [NHSE Accountability and Assurance Framework](#)

Safeguarding Supervision will be agreed using the Supervision contract (Appendix 1) and recorded using the Safeguarding Supervision Discussion form (Appendix 2). All documentation will be stored securely, and a central record maintained of when supervision sessions were undertaken.

The Designated Doctors for Safeguarding Children and LAC at place are currently hosted by local NHS Foundation Trusts. As such, the expectation is that they will adhere to their employers Safeguarding Supervision Policy. However, the ICB will seek assurance from the organisations that their systems and processes are robust and will form part of their individual appraisal process.

4. Duties and Responsibilities

The ICB will ensure that staff are allowed appropriate time and support to fulfil the requirements of the supervision process and to ensure that staff who provide safeguarding supervision (Supervisor) have received the relevant training, are appropriately qualified, in receipt of continual professional development and have arrangements in place for their own supervision.

The ICB will ensure that staff receiving supervision (Supervisee) have had the relevant awareness training.

It is essential that both the Supervisor and Supervisee are well prepared for the safeguarding supervision session, ensuring that the relevant documentation is completed. The process of supervision is underpinned by the principle that each practitioner remains accountable for their own practice and as such their own actions within supervision.

It is the responsibility of the Supervisee to contact their Supervisor to arrange safeguarding supervision and ensure that their attendance meets the mandatory requirements of this policy.

Should supervision be cancelled it is the responsibility of the professional cancelling the supervision to rearrange a convenient date for both Supervisor and Supervisee. Any re-arranged meeting should be done so within two weeks of the original meeting date.

Safeguarding supervision will be held in a safe place, either face to face or virtual for both Supervisor and Supervisee.

5. Implementation

This policy will be available to ICB staff for use in relation to Safeguarding Supervision as described in section 3.0.

All managers are responsible for ensuring that relevant staff within their own directorates and departments have read and understood this document and are competent to carry out their duties in accordance with the procedures described.

6. Training Implications

Safeguarding Supervision will be delivered by an appropriately qualified Safeguarding Nurse who has been trained in supervision skills.

Supervisees will have received relevant awareness of safeguarding supervision training.

7. Related Documents

7.1 Other related policy documents

- ICB Safeguarding Children and Looked After Children Policy
- ICB Safeguarding Adults Policy
- NHSE Accountability and Assurance Framework

7.2 Legislation and statutory requirements

- Children Act (1989)
- Children Act (2004)
- Looked after Children – Roles and Competencies for Healthcare Staff (2020)'
- Promoting the Health and Wellbeing of Looked After Children (2015)
- Mental Capacity Act (2005)
- Care Act (2014)
- Department for Education (2018) Working Together to Safeguard Children. London: HMSO
- Department of Health (2016) Care and Support Statutory Guidance. Chapter 14. London: HMSO
- Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff (2019)
- Adult Safeguarding: Roles and Competencies for Health Care Staff (2018)

8. Monitoring, Review and Archiving

8.1 Monitoring

Monitoring of adherence with this policy is a statutory responsibility of the ICB. Implementation of the Safeguarding Supervision Policy will be monitored via the internal audit process.

Evidence of the supervision arrangements will be provided on request to NHS England, Safeguarding Children Boards, Safeguarding Adult Boards and CQC where required to provide assurance that the ICB is complying with its statutory requirements.

8.2 Review

The ICB will ensure that this policy document is reviewed in accordance with the timescale specified at the time of approval. No policy or procedure will remain operational for a period exceeding three years without a review taking place.

Staff who become aware of any change which may affect a policy should advise their line manager as soon as possible. The ICB will then consider the need to review the policy or procedure outside of the agreed timescale for revision.

For ease of reference for reviewers or approval bodies, changes should be noted in the 'document history' table on the front page of this document.

NB: If the review consists of a change to an appendix or procedure document, approval may be given by the sponsor director and a revised document may be issued. Review to the main body of the policy must always follow the original approval process.

8.3 Archiving

The ICB will ensure that archived copies of superseded policy documents are retained in accordance with Records Management: Code of Practice for Health and Social Care 2016.

Schedule of Duties and Responsibilities

Through day to day work, employees are in the best position to recognise any specific fraud risks within their own areas of responsibility. They also have a duty to ensure that those risks, however large or small, are identified and eliminated. Where it is believed fraud, bribery or corruption could occur, or has occurred, this should be reported to the CFS or the chief finance officer immediately.

Lead	Duties and Responsibilities
ICB Chief Executive	The Chief Executive for setting the strategic context in which organisational process documents are developed, and for establishing a scheme of governance for the formal review and approval of such documents.
Executive Chief Nurse	<p>The Executive Chief Nurse has overall accountability and responsibility for the strategic direction and operational management, including ensuring that process documents comply with all legal, statutory and good practice requirements.</p> <p>The Executive Chief Nurse is accountable for ensuring that the health contribution to Safeguarding Adult and Children's Supervision is discharged effectively across the whole local health economy through ICB arrangements.</p> <p>Board level leadership and responsibility for Safeguarding Adults and Children's Supervision with the Chief Executive which is devolved to the Chief Executive Nurse, ensuring the ICB meets its statutory and non-statutory responsibilities, who is also responsible for monitoring progress against the Safeguarding Adults and Children's Supervision agenda within the ICB.</p>
Nurse Directors of Place	Nurse Directors of Place holds devolved responsibility and is the executive lead for Safeguarding Adults and Children's Supervision. The Designated Professionals at place advise the ICB on Safeguarding Adult and Children's Supervision matters.
Policy Author	<p>The Designated Safeguarding professionals at place are responsible for: generating and formulating this policy document</p> <ul style="list-style-type: none"> • identifying the need for any change to the document as a result of becoming aware of changes in practice, changes to statutory requirements, revised professional standards and local/national directives • establishing mechanisms for regular the monitoring of compliance • notifying the Nurse Directors of Place should any revision to this document be required.
Designated Professionals at place	The Designated Safeguarding Adult and Children's professionals at place has specific responsibility for Safeguarding Adults and Children's process and systems reviews and updates. .

All Staff	<p>All staff, including temporary and agency staff are responsible for:</p> <ul style="list-style-type: none"> • All directors and managers are responsible for ensuring that relevant staff within their own directorates and departments have read and understood this document and are competent to carry out their duties in accordance with the procedures described. • Compliance with relevant process documents. Failure to comply may result in disciplinary action being taken • Co-operating with the development and implementation of policies and procedures and as part of their normal duties and responsibilities. • Identifying the need for a change in policy and procedures as a result of becoming aware of changes in practice, changes in statutory requirements, revised professional or clinical standards and local/national directives, and advising their line manager accordingly. • Identifying training needs in respect of policies and procedures and bringing them to the attention of their line manager. • Attending training/awareness sessions when provided.
Commissioning staff	<p>As commissioners of local health care, the ICB will be responsible for safeguarding quality assurance through contractual arrangements with all provider organisations. It has a duty to ensure that all health providers with whom they have commissioning arrangements discharge their functions with regard to the need to safeguard and promote the welfare of vulnerable adults.</p>
CSU STAFF	<p>Whilst working on behalf of the ICB, CSU staff will be expected to comply with all policies, procedures and expected standards of behaviour within the ICB, however they will continue to be governed by all policies and procedures of their employing organisation.</p>

Appendix 1

Equality Impact Assessment

Initial Screening Assessment (STEP 1)

As a public body organisation, we need to ensure that all our current and proposed strategies, policies, services and functions, have given proper consideration to equality, diversity and inclusion, do not aid barriers to access or generate discrimination against any protected groups under the Equality Act 2010 (Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion/Belief, Sex, Sexual Orientation, Marriage and Civil Partnership).

This screening determines relevance for all new and revised strategies, policies, projects, service reviews and functions.

Completed at the earliest opportunity it will help to determine:

- The relevance of proposals and decisions to equality, diversity, cohesion and integration.
- Whether or not equality and diversity is being/has already been considered for due regard to the Equality Act 2010 and the Public Sector Equality Duty (PSED).
- Whether or not it is necessary to carry out a full Equality Impact Assessment.

Name(s) and role(s) of person completing this assessment:

Name: Wendy Proctor

Job Title: Designated Nurse Adult Safeguarding

Organisation: ICB NENC

Title of the service/project or policy: Safeguarding Supervision Policy Adults and Children

Is this a;

Strategy / Policy

Service Review

Project

Other [Click here to enter text.](#)

What are the aim(s) and objectives of the service, project or policy:

Safeguarding Supervision will be delivered by an appropriately qualified, experienced Safeguarding Professional who will be trained in supervision skills and have an up-to-date knowledge of the legislation, policy and research relevant to safeguarding and promoting the welfare of children and adults

Who will the project/service /policy / decision impact?

(Consider the actual and potential impact)

- **Staff**
- **Service User / Patients**
- **Other Public Sector Organisations**

- **Voluntary / Community groups / Trade Unions**
- **Others, please specify** [Click here to enter text.](#)

Questions	Yes	No
Could there be an existing or potential negative impact on any of the protected characteristic groups?		<input checked="" type="checkbox"/>
Has there been or likely to be any staff/patient/public concerns?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Could this piece of work affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Could this piece of work affect the workforce or employment practices?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Does the piece of work involve or have a negative impact on: <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing quality of opportunity • Fostering good relations between protected and non-protected groups in either the workforce or community 	<input type="checkbox"/>	<input checked="" type="checkbox"/>

If you have answered no to the above and conclude that there will not be a detrimental impact on any equality group caused by the proposed policy/project/service change, please state how you have reached that conclusion below:

The policy will clarify the roles and responsibilities for safeguarding supervision and also the time scales and supporting documents which will ensure that appropriate supervision is provided.

If you have answered yes to any of the above, please now complete the ‘STEP 2 Equality Impact Assessment’ document

Accessible Information Standard	Yes	No
Please acknowledge you have considered the requirements of the Accessible Information Standard when communicating with staff and patients. https://www.england.nhs.uk/wp-content/uploads/2017/10/accessible-info-standard-overview-2017-18.pdf	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Please provide the following caveat at the start of any written documentation: “If you require this document in an alternative format such as easy read, large text, braille or an alternative language please contact NECSU.comms@nhs.net ”		
If any of the above have not been implemented, please state the reason: Click here to enter text.		

Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date
David Purdue	Executive Chief Nurse NENC ICB	December 2022

Publishing

This screening document will act as evidence that due regard to the Equality Act 2010 and the Public Sector Equality Duty (PSED) has been given.

Equality Impact Assessment: Policy – Strategy – Guidance (STEP 2)

This EIA should be undertaken at the start of development of a new project, proposed service review, policy or process guidance to assess likely impacts and provide further insight to reduce potential barriers/discrimination. The scope/document content should be adjusted as required due to findings of this assessment.

This assessment should then be updated throughout the course of development and continuously updated as the piece of work progresses.

Once the project, service review, or policy has been approved and implemented, it should be monitored regularly to ensure the intended outcomes are achieved.

This EIA will help you deliver excellent services that are accessible and meet the needs of staff, patients and service users.

This document is to be completed following the STEP 1 – Initial Screening Assessment

STEP 2 EVIDENCE GATHERING

Name(s) and role(s) of person completing this assessment:

Name: Wendy Proctor

Job Title: Designated Nurse Adults Safeguarding

Organisation: ICB NENC

Title of the service/project or policy: Safeguarding Supervision Policy Adults and Children

Existing **New / Proposed** **Changed**

What are the intended outcomes of this policy/ service / process? (Include outline of objectives and aims;

To set out the policy for health to meet its statutory responsibilities of PREVENT as set out within the Government's Counter-Terrorism Strategy (2011) CONTEST,

Who will the project/service /policy / decision impact?

(Consider the actual and potential impact)

- **Consultants**
- **Nurses**
- **Doctors**
- **Staff**
- **Service User / Patients**
- **Others, please specify** [Click here to enter text.](#)

Current Evidence / Information held	Outline what current data / information is held about the users of the service / patients / staff / policy / guidance? Why are the changes being made?
(Census Data, Local Health Profile data, Demographic reports, workforce reports, staff metrics, patient/service users/data, national reports, guidance ,legislation changes, surveys, complaints, consultations/patient/staff feedback, other)	To update policy in line with transition from CCG to ICB and amend organisational roles and responsibilities accordingly

STEP 3: FULL EQUALITY IMPACT ASSESSMENT

<p>The Equality Act 2010 covers nine ‘protected characteristics’ on the grounds upon which discrimination and barriers to access is unlawful.</p> <p>Outline what impact (or potential impact) the new policy/strategy/guidance will have on the following protected groups:</p>
<p>Age <i>A person belonging to a particular age</i></p>
<p>No Impact</p>
<p>Disability <i>A person who has a physical or mental impairment, which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities</i></p>
<p>No Impact</p>
<p>Gender reassignment (including transgender) and Gender Identity <i>Medical term for what transgender people often call gender-confirmation surgery; surgery to bring the primary and secondary sex characteristics of a transgender person's body into alignment with his or her internal self perception.</i></p>
<p>No Impact</p>
<p>Marriage and civil partnership <i>Marriage is defined as a union of a man and a woman or two people of the same sex as partners in a relationship. Civil partners must be treated the same as married couples on a wide range of legal matters</i></p>
<p>No Impact</p>
<p>Pregnancy and maternity <i>Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context.</i></p>
<p>No Impact</p>

<p>Race <i>It refers to a group of people defined by their race, colour, and nationality, ethnic or national origins, including travelling communities.</i></p>
No Impact
<p>Religion or Belief <i>Religion is defined as a particular system of faith and worship but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</i></p>
No Impact
<p>Sex/Gender <i>A man or a woman.</i></p>
No Impact
<p>Sexual orientation <i>Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</i></p>
No Impact
<p>Carers <i>A family member or paid helper who regularly looks after a child or a sick, elderly, or disabled person</i></p>
No Impact
<p>Other identified groups relating to Health Inequalities <i>such as deprived socio-economic groups, rural areas, armed forces, people with substance/alcohol abuse and sex workers.</i> <i>(Health inequalities have been defined as “Differences in health status or in the distribution of health determinants between different population groups.”</i> <i>Health inequalities can therefore occur across a range of social and demographic indicators, including socio-economic status, occupation, geographical locations.)</i></p>
No Impact

STEP 4: ENGAGEMENT AND INVOLVEMENT

<p>Have you engaged stakeholders in testing the policy/guidance or process proposals including the impact on protected characteristics?</p> <p>Guidance Notes</p> <ul style="list-style-type: none"> • List the stakeholders engaged • What was their feedback? • List changes/improvements made as a result of their feedback • List the mitigations provided following engagement for potential or actual impacts identified in the impact assessment.
<p>CCG representatives, NHSE and NECS have all been involved and in agreement with the amendment of this policy</p>
<p>If no engagement has taken place, please state why:</p>

STEP 5: METHODS OF COMMUNICATION

What methods of communication do you plan to use to inform service users/staff about the policy/strategy/guidance?

- | | |
|---|--|
| <input checked="" type="checkbox"/> Verbal – meetings | <input type="checkbox"/> Verbal - Telephone |
| <input type="checkbox"/> Written – Letter | <input type="checkbox"/> Written – Leaflets/guidance booklets |
| <input type="checkbox"/> Written - Email | <input checked="" type="checkbox"/> Internet/website <input checked="" type="checkbox"/> Intranet page |
| <input checked="" type="checkbox"/> Other | |

If other please state: Available in other formats on request

Step 6 – Accessible Information Standard Check

From 1st August 2016 onwards, all organisations that provide NHS care and / or publicly-funded adult social care are legally required to follow the Accessible Information Standard. The Standard sets out a specific, consistent approach to identifying, recording, flagging, sharing and meeting the information and communication support needs of patients, service users, carers and parents with a disability, impairment or sensory loss.

<https://www.england.nhs.uk/wp-content/uploads/2017/10/accessible-info-standard-overview-2017-18.pdf>

Tick to confirm you have you considered an agreed process for:

- Asking people if they have any information or communication needs, and find out how to meet their needs.

- Have processes in place that ensure people receive information which they can access and understand, and receive communication support they need it.

If any of the above have not been implemented, please state the reason:
Not applicable

STEP 7: POTENTIAL IMPACTS IDENTIFIED; ACTION PLAN

Ref no.	Potential/actual Impact identified	Protected Group Impacted	Action(s) required	Expected Outcome	Action Owner	Timescale/ Completion date
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.

GOVERNANCE, OWNERSHIP AND APPROVAL

Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date
David Purdue	Executive Chief Nurse NENC ICB	July 2022

Presented to (Appropriate Committee)	Publication Date
NENC ICB Board	July 2022

1. Please send the completed Equality Impact Assessment with your document to: necsu.equality@nhs.net
2. Make arrangements to have the Equality Impact Assessment added to all relevant documentation for approval at the appropriate Committee.
3. Publish this Equality Impact Assessment alongside your document.
4. File for audit purposes as appropriate

For further advice or guidance on this form, please contact the NECS Equality Team:
necsu.equality@nhs.net

Appendix 2

Safeguarding Supervision Contract

CONTRACT BETWEEN:	
SUPERVISOR:	
SUPERVISEE:	
ARRANGEMENTS AGREED FOR SUPERVISION: Venue/Room/Facilities/On-	
FREQUENCY:	
LENGTH:	
LOCATION:	
RECORDING OF SUPERVISION:	
BOUNDARIES OF CONFIDENTIALITY: (are there any occasions when the supervision record would be shared outside of the supervision session?)	
STORAGE OF SUPERVISION RECORD:	
MAKING SUPERVISION WORK: what each agrees to contribute:	
WHAT I EXPECT FROM YOU AS MY SUPERVISOR:	
WHAT I WILL CONTRIBUTE AS THE	
WHAT I WILL CONTRIBUTE AS THE SUPERVISOR TO MAKE THIS PROCESS WORK:	
SIGNED:	
SUPERVISOR:	
SUPERVISEE:	
CONTRACT TO BE REVIEWED ANNUALLY	

Appendix 3

Safeguarding Supervision Case Discussion Form

PRACTITIONER NAME:	DESIGNATION:
ESTABLISHMENT BASE:	
SUPERVISOR'S NAME:	DESIGNATION:
ISSUES:	
AGREED ACTION:	

SIGNATURE OF SUPERVISOR:	DATE :
SIGNATURE OF SUPERVISEE:	DATE: