

SG02: Safeguarding Training Strategy



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Version Control

Version	Date Approved	Committee	Date of next review	CCG Lead
V2	08/10/2015	Quality Safety and Risk	October 2018	Head of Safeguarding
V3	07/10/2018	Quality and Safety	October 2021	Designated Nurse Safeguarding Adults
V4	12/10/2021	Quality and Safety	October 2024	Designated Nurse Safeguarding Adults

1. Introduction

- 1.1 All health organisations have a legal duty under [Section 11 Children Act 2004](#) to ensure that their staff and staff employed by services they commission to deliver health services are trained to be alert to potential indicators of abuse and neglect of children and to be able to respond appropriately to their role in addressing such concerns for the care and safety of a child.
- 1.2 The intercollegiate documents, [Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff 2019](#) and [Looked after Children: Roles and Competencies of Healthcare Staff 2020](#) provide clear guidance on the competencies required for all healthcare staff in order to safeguard children and young people.
- 1.4 [Working Together to Safeguard Children 2018](#) clearly outlines the responsibilities of employers for ensuring that their staff are competent and confident in carrying out their responsibilities for safeguarding and promoting the welfare of children and young people and outlines the responsibilities on employers for organisation and provision of safeguarding training.
- 1.5 [Care Act 2014](#) and associated guidance requires that all staff undertake and receive safeguarding adults training which reflects their roles and responsibilities. [Adult Safeguarding: Roles and Competencies for Health Care Staff 2018](#) provides clear guidance on the competencies required for all healthcare staff in order to safeguard Adults at Risk. Sunderland Clinical Commissioning Group (SCCG) will ensure that there is appropriate training available for all staff within both the CCG and all services commissioned by SCCG. This strategy is supported by Sunderland Safeguarding Children Partnership (SSCP) and Sunderland Safeguarding Adult Board (SSAB) multi-agency procedures.
- 1.6 The revised [Prevent duty guidance: for England and Wales 2021](#) requires that healthcare workers are trained to recognise signs where people may be vulnerable to being drawn into terrorism. The [Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff 2019](#) includes prevent information and identifies competencies for all healthcare staff against six levels to achieve this requirement.
- 1.7 The requirements for safeguarding training set out within this Training Strategy are mandatory and must be followed by all personnel employed or commissioned by SCCG, including all Independent Contractors. The Care Quality Commission requires that all healthcare staff are compliant with the above guidance and this Training Strategy identifies the levels of training required for all staff within and commissioned by Sunderland Clinical Commissioning Group (SCCG) according to their roles and responsibilities.
- 1.8 All individuals have a right to expect that the care they receive in any health care setting is safe and that health care organisations fully understand their duties in safeguarding in the wider context of family and community settings.

- 1.9** It is essential that all staff know how to act on concerns for the care and/or safety of a child, young person or adult, be able to recognise the indicators of abuse and neglect and know how to act on concerns they may have, in accordance with locally agreed policies, procedures and guidance.

2. Vision Statement

- 2.1** SCCG is committed to ensuring that the risks of abuse and neglect of children, young people and adults accessing healthcare services are minimised and that children and young people achieve their optimal life chances. SCCG will achieve this by providing support to, and ensuring the development of, its own and commissioned staff through a robust training programme, robust safeguarding systems, policies, procedures and guidance that support effective multi-agency working, thus enabling staff to work with partner agencies to this end.
- 2.2** SCCG vision is that children and adults will be protected and safeguarded by its employees and in its commissioned services, working in partnership with [Sunderland Safeguarding Adults Board](#)
- 2.3** Employees will be supported by their managers to listen to their service users in order that the CCG better understands service user concerns and allows their views to influence the commissioning and delivery of services to meet their needs and help tackle any health inequalities. SCCG employees will support partner agencies thus collectively ensuring that safeguarding becomes everyone's business and responsibility.

3. Background

- 3.1** This Training Strategy has been developed in order to ensure that SCCG employees and those commissioned to provide services by SCCG, including Independent Contractors, have clarity around the level of safeguarding training they are expected to undertake and a training matrix to support individual training needs can be found at appendices 1 and 2.
- 3.2** This strategy is supported by the provision of single agency training across the health economy and multi-agency training which is delivered by the [Sunderland Safeguarding Children Partnership](#) and the [Sunderland Safeguarding Adults Board](#)

4. Aims of this Training Strategy

- 4.1** The aim of this Strategy is to provide a framework which ensures that SCCG meets its contractual and legislative responsibilities to equip people to work effectively with those from other agencies to safeguard and promote the welfare of children, young people and adults.

- 4.2 The strategy aims to provide information on mandatory safeguarding training requirements for all managers and staff, within SCCG and its commissioned services to ensure that all staff receive the appropriate training according to their level of contact with adults, children and their families.
- 4.3 It aims to provide a training structure which will take account of the degree of knowledge and skills required for specific professional groups and which is in accordance all intercollegiate guidance.
- 4.4 The strategy supports training which creates an ethos that values working collaboratively with others (valuing different roles, knowledge and skills), respects diversity (including culture, race, religion and disability), promotes equality and encourages the participation of the client and their family in safeguarding processes as outlined in [Working Together 2018](#).
- 4.5 This strategy aims to promote single agency training which has been appropriately quality assured by the SSCP or SSAB.
- 4.6 The strategy aims to acknowledge the responsibilities of SCCG and its commissioned services in providing support to SSCP and SSAB in ensuring appropriate resources are provided to the multi-agency delivery of training as agreed by the partnership agreements between the Children's Strategic Partnership, the Safer Sunderland Partnership the SSCP and the SSAB.
- 4.7 This strategy acknowledges the contribution from health to other safeguarding processes. Although the safeguarding framework around Adults and Children nationally is managed separately they do at times link/crossover or can run concurrently, for example in the Multi-Agency Public Protection Arrangements ([MAPPA](#)) and Multi-Agency Risk Assessment Conferences ([MARAC](#)).

5. Roles and Responsibilities

- 5.1 The Chief Officer and Director of Nursing Quality and Safety for SCCG and its commissioned services have a responsibility to ensure that their staff are trained to recognise and respond to safeguarding concerns and that they are fully aware of their individual and corporate responsibilities for safeguarding both adults and children.
- 5.2 SCCG also has a responsibility to ensure that adequate resources are in place to deliver single agency training for all staff in the organisation and contribute to the multi-agency training planned by the SSCP and the SSAB.
- 5.3 SCCG must ensure that arrangements for safeguarding training are made explicit within its commissioning arrangements.
- 5.4 The Chief Officer and Board Members have a responsibility to ensure that SCCG staff are supported to access and attend the required training for their role.

- 5.5 The Designated and Named Professionals have a responsibility to promote relevant training on both a single and interagency basis across provider and commissioned services, advising on training needs and ensuring the delivery of appropriate safeguarding adults and children training to health personnel.
- 5.6 There is a responsibility on the Designated Professionals to contribute to the development of the SSCP and SSAB training strategies and to support the SSCP and SSAB in delivering training in accordance with recommendations from Child Safeguarding Practice Reviews (CSPR), Safeguarding Adult Reviews (SARs) and Domestic Homicide Reviews (DHRs).
- 5.7 Dashboard reporting is used by the Provider Trusts to report on their delivery of safeguarding children and adult training including Mental Capacity MCA and Prevent. Quarterly dashboard reports and provider trust compliance is monitored by the SCCG Designated and Named Assurance Group.
- 5.8 The SCCG Designated and Named Assurance Group ensure that all commissioned services demonstrate their arrangements for collation of training information in accordance with their [s11 responsibilities](#) and as outlined in the Safeguarding Commissioning Policy. Assurance provided by the Designated and Named Assurance Group is reported to the SCCG Quality and Safety Committee and exception reports are provided to Provider Quality Review Groups (QRGs).
- 5.9 Managers/Service Leads within the SCCG should carefully consider their training needs as they may need to act as first contact for a member of staff bringing forward concerns for the safety of a child or adult; it is therefore essential that managers know how to respond and are fully cognisant of the NHS Sunderland CCG Safeguarding Policy ²and the NHS Sunderland CCG Safeguarding Adults policy ³ and local multi-agency procedures as well as, Designated and Named Professionals and the support available from the Safeguarding Team.
- 5.10 All Service Leads/Managers have a responsibility to ensure that all their staff access safeguarding training appropriate to their role as outlined within this strategy. Safeguarding training **must** be reviewed at annual appraisal and future training needs identified. Service Leads/Managers have a responsibility to ensure that staff are released from their work to attend both single and interagency training necessary to their role and to be alert to opportunities for staff to consolidate learning within their area.
- 5.11 Managers will ensure that each role's requirements for safeguarding training links to the Knowledge and Skills Framework and is incorporated into the job description for the role.
- 5.12 The commissioned Human Resource Service must ensure that all job descriptions and employment contracts outline SCCG's commitment to safeguarding and mandatory training.
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- 5.13** Every member of staff within SCCG and its commissioned services, including Independent Contractors, must be familiar with this strategy and identify, in discussion with their manager, their training needs in relation to safeguarding children and adults. Each member of staff has a responsibility to identify required training within a Personal Development Plan agreed with their line manager and to undertake training identified as necessary to their role. SCCG Safeguarding Commissioning Policy provides an outline of safeguarding standards which must be demonstrated by all commissioned services in relation to their arrangements around safeguarding, including training.

Additional guidance for GPs and their staff on safeguarding training is outlined in the [RCGP Child Safeguarding Toolkit](#) as well as the and [The Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff 2019](#) and [Adult Safeguarding: Roles and Competencies for Healthcare Staff 2018](#)

6. Statutory Framework

- 6.1** This strategy reflects the statutory guidance outlined in [Working Together 2018](#) sets out how organisations and individuals should work together to safeguard and promote the welfare of children and young people in accordance with the [Children Act 1989](#) and the provisions in the [Children Act 2004](#).
- 6.2** The [Care Act 2014](#) and [Care Act Guidance](#) identifies that safeguarding adults training is required for all staff and volunteers and that different levels of training are required depending on staff groups' roles and responsibilities. [Adult Safeguarding: Roles and Competencies for Health Care Staff 2018](#) provides clear guidance on the competencies required for all healthcare staff in order to safeguard Adults at Risk.
- 6.3** requires that healthcare workers are trained to recognise signs where people may be vulnerable to being drawn into terrorism. Staff should also be trained to be aware of and locate available support, including the Channel programme where necessary.
- 6.4-** The [Serious Crime Act \(2015\)](#) sets out the duty to report Female Genital Mutilation (FGM) for Hospital and GP Services.
- 6.5** SCCG has a duty to co-operate with the Responsible Authority (Police, Probation or Prisons) to provide support to the Multi Agency Public Protection Arrangements ([MAPPA](#)) statutory process in their area to monitor relevant offenders and to protect the public. It must also contribute to the non- statutory Multi Agency Risk Assessment Conferences ([MARAC](#)) held where high risk domestic violence has been identified.

7. Supporting Documents

- SCCG Safeguarding Adults
- Intercollegiate Document Roles and Responsibilities Children and Adults
- SCCG Safeguarding Commissioning Policy
- SCCG Safeguarding Children Policy
- SSCP and SAB Training Strategies

8. Training Requirements

- 8.1** All newly appointed employees of SCCG or any of their commissioned services must complete an organisational induction programme which specifically outlines safeguarding responsibilities. This induction must be completed within 3 months of commencing employment.
- 8.2** Safeguarding children training is a mandatory requirement for all staff: The level at which members of staff of SCCG need to be trained to acquire the relevant competencies for their role will comply with the [Safeguarding Children and Young People: Roles and Competencies for Healthcare Staff 2019](#) appraisal and job role.
- 8.3** This strategy provides an overview of the training expected to be undertaken. It does not outline any course in specific detail. Employees and those in commissioned services are expected to be familiar with their local training prospectus/plan and follow local guidance on applying for courses.
- 8.4** Managers must ensure that appropriate staff members attend MARAC and MAPPA training – advice on this can be sought from Designated Professionals for the CCG or Named Professionals within the provider services.
- 8.5** Please see appendix 1 for safeguarding children training requirements

9. Training Requirements – Safeguarding Adults

- 9.1** All newly appointed employees of SCCG or any of their commissioned services must attend an organisational induction programme which specifically outlines safeguarding responsibilities. This induction must be attended within 3 months of commencing employment.
- 9.2** SCCG's intention is to ensure that safeguarding adult training is a mandatory requirement for all staff: The level at which members of staff of NHS Sunderland CCG need to be trained to acquire the relevant competencies for their role will comply with their appraisal and job role and the [Adult Safeguarding: Roles and Competencies for Health Care Staff 2018](#).
- 9.3** Managers must ensure that appropriate staff members attend MARAC and MAPPA training – advice on this can be sought from Named Professionals within Provider Services and Designated Professionals for the CCG.
- 9.4** Please see appendix 2 for safeguarding adults training requirements

- 9.5** The Named/Lead Professionals in Provider organisations are responsible for ensuring the delivery of training to their staff. This will be monitored by dashboard reports to the Designated Professionals, who will oversee the availability of safeguarding training across the health economy.
- 9.6** The training will incorporate a range of learning methods including e- learning, face-to-face presentation/interactive online learning, case studies and group work. As a result of the COVID 19 pandemic it has been necessary to review methods of delivery for participatory training and it is now recognised that interactive online learning provides an acceptable alternative method with positive feedback from learners.
- 9.7** SCCG will ensure that all safeguarding training programmes are informed by changes to legislation and guidance via the Safeguarding Partnership/Boards and the Designated Professionals.

10. Governance and Quality Assurance

- 10.1** Compliance with single agency and multi-agency safeguarding adults and safeguarding children training delivered by health practitioners across Sunderland is monitored by the CCG Designated and Named Assurance Safeguarding Group.
- 10.2** All e-learning safeguarding training will be assessed by completing the tests within the courses. No certificate will be issued if the participant does not complete the full programme and achieve an adequate score on the tests. Any employee who does not pass after 3 attempts must discuss this with their line manager who will ensure appropriate support is given.
- 10.3** All face-to-face training/ online learning will be formally evaluated by the use of an agreed evaluation proforma. The feedback facilitates the opportunity to revise training and develop programmes to meet the learners needs
- 10.4** Quarterly updates on training activity and uptake will be prepared by the Named/Lead Professionals and incorporated into the dashboard reports and reviewed by the Designated and Named Assurance Group.
- 10.5** Annual Safeguarding Reports, outlining activity and evaluation of training will be produced by the Named Professionals and provided to the Designated and Named Assurance Group and SSCP/SSAB.
- 10.6** All services provided by or commissioned by SCCG must make arrangements to collate training attendance data which meets inspection requirements and which accords with the [Data Protection Act 2018](#)

11. Equality Impact Assessment

11.1 SCCG is committed to promoting human rights and providing equality of opportunity; not only in employment practices, but also in the way which services are commissioned. The CCG also values and respects the diversity of its employees and its local community. In applying this strategy, SCCG will have due regard for the need to:

- Promote human rights
- Eliminate unlawful discrimination
- Promote equality of opportunity
- Provide for good relations between people of diverse groups

11.2 This strategy aims to be accessible to everyone regardless of age, disability (physical, mental or learning), gender (including transgender), race, sexual orientation, religion/belief or any other factor which may result in unfair treatment or inequalities in health or employment.

11.3 Throughout the development of this strategy, SCCG has sought to promote equality, human rights and tackling health inequalities by considering the impacts and implications when writing and reviewing the Policy. In accordance with appropriate equality duties an Equality Impact Assessment has been carried out on this strategy. There is no evidence to suggest that this Strategy would have an adverse impact in relation to race, disability, gender, age, sexual orientation, religion and belief or infringe individuals' human rights.

12. Implementation

12.1 This strategy will be endorsed and championed by all members of the SCCG Designated and Named Safeguarding Assurance Group and promoted via information portals. Provider Services will be expected to produce training plans in accordance with this strategy and those produced by the SSCB and SSAB. Such plans will provide specific detail to practitioners on access to training and monitoring of training.

13. Monitoring, Review and Archiving

13.1 Monitoring

The governing body will agree a method for monitoring the dissemination and implementation of this strategy. Monitoring information will be recorded in the strategy / policy database.

13.2 Review

The governing body will ensure that this strategy document is reviewed in accordance with the timescale specified at the time of approval. No strategy / 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 strategy should advise their line manager as soon as possible. The governing body will then consider the need to review the strategy, 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 strategy / policy must always follow the original approval process.

13.3 Archiving

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

This strategy will be reviewed following any change to guidance/statute around safeguarding and will be amended in light of any future organisational change.

Appendix 1: Safeguarding Children Training Matrix

Level of training	Target group	Frequency	Access
Induction	All staff	30 mins at induction within six weeks of taking up post	SCCG Statutory and Mandatory training via OD dept
Level 1	All staff working in health care settings	Over a three year period refresher training equivalent to a minimum of 2 hours	SCCG Statutory and Mandatory training via OD dept
Level 2	All non- clinical and clinical staff who have contact with children, young people, and/or parents/carers	In addition to level 1 training, over a three-year period, refresher training equivalent to a minimum of 3 – 4 hours	Blue Stream SSCP training
Level 3	All clinical staff working with children, young people and/or their parents/carers and who could potentially contribute to assessing, planning, intervening and evaluating the needs of a child or young person and parenting capacity where there are safeguarding/child protection concerns	To have achieved level 1 and 2 training before undertaking level 3. Over a three-year period, a minimum of 12-16 hours (for those at Level 3 requiring specialist knowledge and skill)	Blue Stream SSCP training Sunderland CCG training programme 4 x 2hr sessions per annum currently provided via TEAMS Time In Time Out Session provided annually via TEAMS currently
Level 4	Specialist roles – named professionals This includes named doctors, named nurses, named health visitors, named midwives, named health professionals in ambulance organisations and named GPs	To have achieved level 1, 2 and 3 training. Minimum of 24 hours of education, training and learning over a three-year period.	National and local seminars and conferences Training can be tailored by organisations and can encompass a blended learning approach Reflective learning and case discussions
Level 5	Specialist roles – designated professionals Designated doctors and nurses, lead paediatricians, consultant/lead nurses	To have achieved level 1, 2, 3 and 4 training. Minimum of 24 hours over a three – year period	National and local seminars and conferences Training can be tailored by organisations and can encompass a blended learning approach Reflective learning and case discussions
Specialist Executive level / Director	Board level for Chief Executive Officers, Trust and Health Board Executive and non-executive directors/members, commissioning body Directors	This will require a tailored package to be delivered which encompasses level 1 knowledge, skills and competences, as well as Board level specific	A tailored package which encompasses level 1 knowledge, as well as Board level specific

Appendix 2: Safeguarding Adult Training Matrix

Sunderland Safeguarding Adult Board has a range of multi-agency training available to staff in senior positions who would be part of a multi- agency response to a safeguarding adult concern.

Target group	Year 1	Year 2	Year 3	Access
All Staff, clinical and non-clinical to provide a “basic awareness” of adult safeguarding issues and “alerter training”	All Staff, clinical and non- clinical to provide a “basic awareness” of adult safeguarding issues and “alerter training” (30 mins duration) within 6 weeks of commencing post Level one awareness e-learning whilst remote working	e-Learning – basic awareness (covers alerter & responsible person)	Stat/Mand Update	Blue Stream E-Learning Sunderland Safeguarding Adults Board Training
All staff who have regular contact with patients, their families or carers, or the public.	Level one awareness e learning whilst remote working	Level 2 training	Stat/Mand Update & Level 2 multi- agency training if/as appropriate to your role	Blue Stream E-Learning Sunderland Safeguarding Adults Board Training
All registered health and social care staff working with adults who engage in assessing, planning, intervening and evaluating the needs of adults where there are safeguarding concerns (as appropriate to role).	Level one awareness e learning whilst remote working	Level 3 training appropriate to your role	Stat/Mand Update & Level 3 multi- agency training	Blue Stream E-Learning Sunderland Safeguarding Adults Board Training Sunderland CCG training programme 4 x 2hr sessions per annum currently provided via TEAMS Time In Time Out training delivered annually currently provided via TEAMS
Specialist roles – named professionals.	Level one awareness e- learning whilst remote working	Level 4 training*	Stat/Mand Update & Level 4 training	Specialist Safeguarding training / updates.
Specialist roles – designated professionals	Level one awareness e-learning whilst remote working	Level 5 specialist training	Stat/Mand Update & Level 5 training	Specialist Safeguarding training / updates.
Chief executive officers, trust and health board executive and non-executive directors/member, commissioning body directors. This includes boards of private, independent health care and voluntary sector as well as statutory providers.	Level one awareness e- learning whilst remote working	Board Level training	Stat/Mand Update & Board Level	Specialist Safeguarding training / updates provided by the SCCG Safeguarding Team.

Appendix 3 Equality Impact Assessment

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: Sunderland CCG

Title of the service/project or policy: Safeguarding Training Strategy

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:

To advise the Quality and Safety Committee of key changes /updates to the policy

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 type="checkbox"/>	<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 type="checkbox"/>	<input checked="" 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:

This strategy has been reviewed and refreshed there are no significant changes or detrimental impact on any equality group caused by this refreshed strategy

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 (ENTER CONTACT DETAILS HERE)”		
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
Wendy Proctor	Designated Nurse Adult Safeguarding	03/09/2021
Presented to (Appropriate Committee)		Publication Date
Quality and Safety Committee		October 2021

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.

If you are not completing 'STEP 2 - Equality Impact Assessment' this screening document will need to be approved and published alongside your documentation.

Please send a copy of this screening documentation to:
NECSU.Equality@nhs.net for audit purposes.