

Initial Integrated Impact Assessment Form

Section 1 - The Policy	
Policy title	Working with Children, Young People and Vulnerable Adults: Allegations Against Employees
Implementation date	September 2022
<p>Please provide an overview of the policy including the key aims and expected outcomes:</p> <p>Employees can have a positive role in child and adult protection, being able to observe outward signs of abuse, neglect, changes of behaviour or failure to develop. At the same time, they can also be put in vulnerable situations where accusations of abuse may be made against them by children, young people, vulnerable adults or parents/carers. These allegations may be either true, false, malicious, or misplaced, and may be either deliberate or innocent of such intent. It is important that we have sound procedures in place in the event that such an allegation of abuse is made.</p> <p>All employees who have responsibility of working with, and caring for, children, young people and vulnerable adults require to have enhanced disclosure checks in place prior to commencing work.</p> <p>This procedure should also be adopted where allegations are made against employees out with their work with the Comhairle.</p>	
<p>Detail the budget implication relating to the policy:</p> <p>There are no budget implications</p>	
<p>What will change as a result of this policy?</p> <p>A policy has been in place since 2006. This review and updating of the policy is necessary to include vulnerable adults and to ensure it complies with relevant legislation and good practice.</p>	
<p>Indicate which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?</p> <p>This policy applies to Comhairle employees</p>	
Responsible Persons	
Department / Section	HR and Performance
Lead Officer	N Skinner
IIA Team Members	
Responsible Head of Service	N Skinner



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Section 2 - Evidence		
What data and information has been reviewed as part of the policy development process?		
Relevant legislation Advice from Chief Social Work Officer		
Detail what consultation has taken place as part of the policy development process?		
This updated policy was subject to consultation with CMT and the JCC prior to presentation to the Comhairle.		
What does the information collected, and the outcome of any consultation indicate regarding potential impacts of the policy?		
Are there any gaps in knowledge? If further evidence or consultation required as part of the policy development process please detail:		
None identified		
Section 3 - Initial Integrated Impact Assessment		
Impact Overview	Yes	No
Is the policy strategic?		x
Will individuals have access to, or be denied access to a service or function as a result of the policy or the changes being proposed to services or functions?		x
Will the implementation of the policy, or the changes to the policy, result in individuals being employed, a change in staffing levels, or a change in terms and conditions, employer or location, either directly or indirectly?		x
Is there a change in the size of a budget?		x
Will a service be withdrawn, changed or expanded?		x
Will the policy have consequences for or affect people?	x	
Does the policy have the potential to have an impact on equality even when this only affects a relatively small number of people?		x
Does the policy have the potential to have an impact on the economy and the delivery of economic outcomes?		x
Is the policy likely to have a significant environmental impact?		x
Comments		
This is an internal policy to ensure good practice when dealing with allegations against employees who work with children, young people and/or vulnerable adults.		
Section 3 – - Initial Integrated Impact Assessment		



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Continued			
Which groups of people will be, or potentially could be, impacted upon by the implementation of this policy?	Yes	No	Comments
age	x		This policy ensures there are effective procedures in place for the management of allegations against employees who work with children, young people and vulnerable adults. This policy aims to ensure that children, young people and vulnerable adults are kept safe at all times, and where there are allegations, that these are referred to the appropriate agencies and are dealt with effectively.
disability	x		
sex		x	
gender reassignment		x	
marriage and civil partnership		x	
pregnancy and maternity		x	
race		x	
religion or belief		x	
sexual orientation		x	
Do you have evidence or reason to believe that this policy will or may impact on socio-economic inequalities?	Yes	No	Comments
Socio-economic Disadvantage		x	No socio-economic impacts identified.
Low Income/Income Poverty		x	
Low and/or no wealth		x	
Material Deprivation		x	
Area Deprivation		x	
Socioeconomic Background		x	
Do you have evidence or reason to believe that this policy will or may affect individuals Human Rights?	Yes	No	Comments
Human Rights		x	
Do you have evidence or reason to believe that this policy will have wider impacts as outlined below?	Yes	No	Comments
Health and Wellbeing		x	
Economic and Social Sustainability		x	
Environmental Sustainability, Climate Change and Energy Management		x	
The Gaelic Language		x	
Island Proofing		x	
Is there the potential for cumulative impact?		x	
Section 4 - Decision			



Initial Integrated Impact Assessment Form

Based on the initial Integrated Impact Assessment is a full IIA required?

Yes

Full IIA Lead Officer: _____

Estimated completion date: _____

No

If an IIA is deemed not to be required please detail the decision rational below:

This is an internal policy to ensure good practice when dealing with allegations against employees who work with children, young people and/or vulnerable adults.

The policy ensures there are effective procedures in place for the management of allegations against employees who work with children, young people and vulnerable adults. This policy aims to ensure that children, young people and vulnerable adults are kept safe at all times, and where there are allegations, that these are referred to the appropriate agencies and are dealt with effectively.

Section 5 – Lead Officer and authorising Director

Lead Officer (print name)	N Skinner
Designation	Head of HR and Performance
Date	22 August 2023
Print name of Head of Service or Director responsible for the policy	N Skinner
Date	

