

## 7. Providers responsibilities for training.

The equality Act duty intends to ensure that public bodies are proactive in advancing equality of opportunity and fostering good relations. They must consider equality issues in everything they do with regard to protective characteristics. Providers must ensure safeguarding training clearly includes details of supporting the human rights, equality act and the impact of discrimination.

## 6. Support the bigger picture.

Always recognise and record protective characteristics. This will not only proactively support the individual but provide important information for Somerset on how these characteristics may be impacting on the people of Somerset and help shape service provision as part of our Equality duty.

[Public sector Equality duty](#)

## 5. What to do about barriers...

The 3 most common barriers.

### Unconscious bias

Be self-aware of your previous experiences and actively ask yourself is this impacting on how I perceive this situation.

### Lack of representation

Attempt to seek representation from external services. Alert services to a lack of representation.

### Privilege

Support should be offered and available to all regardless of social identity groups. Would this support be what you would need?

## About

The national review of Safeguarding Adult Reviews has identified that practitioners had not paid sufficient attention to characteristics of the individual in all cases and the impact this may have had on the safeguarding events being analysed.

In some reviews a person's age, ethnicity and any other protected characteristics were not recorded, and where they were, no analysis of race, gender, and culture was completed, and appropriate support was not always offered.



## 4. Practitioners must take a holistic view

Always consider what impact these characteristics had or have on the safeguarding events and record how you have supported the individual if support was required.

Terms of reference for all SARs must include consideration of how race, culture, ethnicity, and other protected characteristics as codified by the Equality Act 2010 may have impacted on case management, including recognition of unconscious bias.

## 1. Identify Protective characteristics.

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality.
- Religion or belief – this includes lack of belief.
- Sex
- Sexual orientation.

## 2. Practitioners should be aware of all types of Discrimination.

[Types of discrimination: Safeguarding adults | SCIE](#)

Direct discrimination occurs when someone is treated less favourably than someone else in similar circumstances on the grounds of a protected characteristic.

Within Safeguarding practice and SARs, practitioners must ensure details are known on the person's age, ethnicity and any other protected characteristics, as well as race, gender and culture, and that these are understood.

## 3. Staff should be aware of individual circumstances and actively seek support.

Practitioners must make reasonable adjustments in relation to individual needs and protected characteristics.

Ensure these are observed when working with individuals with specific disabilities religious, cultural needs or communication needs, such as right to advocacy, interpreters or additional support and actively seek this support.