



# ASK

## Fairness Informed Practice

Question	Always	Never	Sometimes
<p>1</p> <p>All our staff are aware of the barriers that women with learning disabilities face when accessing support for gender-based violence, including:</p> <ul style="list-style-type: none"> <li>▶ not being believed or taken seriously</li> <li>▶ support that isn't tailored to their needs</li> <li>▶ not having access to accessible information, about gender-based violence and where to get support for gender-based violence</li> <li>▶ false ideas about who women with learning disabilities are, as described in the THINK section of Fairness Informed Practice.</li> </ul>			



Question	Always	Never	Sometimes
2 We validate the experiences of gender-based violence that women with learning disabilities tell us about.			
3 We work with women with learning disabilities to make any reasonable adjustments required.			



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<p>4</p> <p>We have an Equality Strategy that:</p> <ul style="list-style-type: none"> <li>▶ complies with the <a href="http://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/disability-discrimination">Equality Act (2010)</a> (<a href="http://www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/disability-discrimination">www.equalityhumanrights.com/equality/equality-act-2010/your-rights-under-equality-act-2010/disability-discrimination</a>)</li> <li>▶ is informed by the results of our Equally Safe and Supported self-assessment, and improvement plan</li> <li>▶ takes account of the <a href="http://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities">United Nations Convention on the Rights of Persons with Disabilities</a> (<a href="http://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities">www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities</a>), sometimes called the UNCRPD</li> <li>▶ is publicly available in a variety of formats</li> </ul>			



Question	Always	Never	Sometimes
5  New practices, policies, and changes to existing ones, are reviewed prior to implementation to ensure consistency with our Equality Strategy.			



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<p>6</p> <p>We make our website, communications and marketing as accessible as possible in the following ways:</p> <ul style="list-style-type: none"> <li>▶ they meet minimum <a href="http://www.mencap.org.uk/advice-and-support/health/accessible-information-standard">accessibility standards</a> (<a href="http://www.mencap.org.uk/advice-and-support/health/accessible-information-standard">www.mencap.org.uk/advice-and-support/health/accessible-information-standard</a>)</li> <li>▶ they are <a href="http://www.w3.org/WAI/standards-guidelines/wcag/">WCAG2.0</a> (<a href="http://www.w3.org/WAI/standards-guidelines/wcag/">www.w3.org/WAI/standards-guidelines/wcag/</a>) compliant</li> <li>▶ they contain accessible information about the reasonable adjustments our service can provide, for example providing information in accessible formats like easy read and video formats</li> <li>▶ they are reviewed annually to ensure that any information we share is accessible to women with learning disabilities and updated as part of our Equality Strategy</li> </ul>			



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<p>7</p> <p>Women with learning disabilities are routinely asked to provide feedback on the accessibility and performance of our services. Feedback is then:</p> <ul style="list-style-type: none"> <li>▶ used to inform our Equality Strategy</li> <li>▶ included in our annual performance report which is publicly available in a variety of formats, including easy read</li> </ul>			
<p>8</p> <p>We have an accessible complaints procedure that is publicly available.</p>			
<p>9</p> <p>As part of their annual professional development review, all staff are assessed on their understanding and delivery of <a href="https://equallysafe.sclد.org.uk/file-download/5/fip-infographic.pdf">fairness informed practice</a> (<a href="https://equallysafe.sclد.org.uk/file-download/5/fip-infographic.pdf">https://equallysafe.sclد.org.uk/file-download/5/fip-infographic.pdf</a>).</p>			



## Decision-making

Question		Always	Never	Sometimes
1	We ask women with learning disabilities about their communication needs and preferences and offer support to communicate their decisions in a way that they understand.			
2	Our staff are encouraged to take the time they need to support women with learning disabilities to make fully informed decisions.			
3	We ask women with learning disabilities if they have a legal guardian, power of attorney or appointee.			
4	We respect women with learning disabilities' decisions and where possible, support them to achieve their goals.			
5	We support women with learning disabilities to review their decisions where required.			



Question	Always	Never	Sometimes
<p>6</p> <p>We conduct an accessible <a href="https://equallysafe.sclcd.org.uk/file-download/8/dash-accessible-cards.pdf">risk assessment</a> (<a href="https://equallysafe.sclcd.org.uk/file-download/8/dash-accessible-cards.pdf">https://equallysafe.sclcd.org.uk/file-download/8/dash-accessible-cards.pdf</a>) with women with learning disabilities and refer them to their <a href="https://safelives.org.uk/resources-for-professionals/marac-resources/find-a-marac/find-a-marac-scotland/">local MARAC</a> (<a href="https://safelives.org.uk/resources-for-professionals/marac-resources/find-a-marac/find-a-marac-scotland/">https://safelives.org.uk/resources-for-professionals/marac-resources/find-a-marac/find-a-marac-scotland/</a>) when there is a high risk of serious harm or murder because of domestic abuse.</p>			
<p>7</p> <p>We are open and honest with women with learning disabilities, gain their consent for sharing information about them, and involve others to the level that they want.</p> <p>Any information we share is relevant and proportionate to the risk identified, and to those who have a need to know.</p>			



Question	Always	Never	Sometimes
<p>8</p> <p>We provide women with learning disabilities with accessible information about:</p> <ul style="list-style-type: none"> <li>▶ Learning disability advocacy services, for support to access their rights</li> <li>▶ The appropriate adult service, for support to communicate with the Police</li> <li>▶ The Scottish Women's Rights Centre, for legal advice</li> <li>▶ Victim Support Scotland, for practical advice and support about the justice system</li> <li>▶ NHS SARCS, when a sexual assault or rape has taken place</li> <li>▶ Women's support services i.e. Scottish Women's Aid and Rape Crisis Scotland, for emotional support</li> </ul>			



## Peer support

Question		Always	Never	Sometimes
1	We provide women with learning disabilities with opportunities for peer support, as described in the 'what does good peer support look like' section of THINK.			
2	We build the capacity of women who offer peer support to other women. We do this by: <ul style="list-style-type: none"> <li>▶ Facilitating peer support relationships to begin</li> <li>▶ Providing information and support around self-care</li> <li>▶ Ensuring that peer support is mutually empowering</li> </ul>			
3	Our staff understand peer support well and get the training and support they need to enable it to work well.			



## Collaboration and Co-production

Question		Always	Never	Sometimes
1	We collaborate with women with learning disabilities to identify barriers to accessing our services.			
2	We collaborate with women with learning disabilities to remove barriers to accessing our services and make them more inclusive.			
3	<p>We have policies and procedures in place to ensure that women with learning disabilities are fully included in making decisions about the accessibility of our services.</p> <p>Our policies and procedures state that women with learning disabilities who are involved in making decisions about our services should:</p> <ul style="list-style-type: none"> <li>▶ have all their communication needs recognised and met</li> <li>▶ be supported to develop and express their views</li> <li>▶ have their views given due weight in decision-making.</li> </ul>			