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Introduction

This Multi-Agency Assurance was conducted by the Safeguarding Effectiveness Group ('SEG') subgroup of the Salford Safeguarding Adults Board ('SSAB').

The SSAB collaborated with partners across Salford to better understand how Equality, Diversity and Inclusion (EDI) is embedded in safeguarding practices across Salford.

The assurance process involved a structured questionnaire distributed to partner agencies, focusing on how EDI considerations are identified, documented and acted upon when safeguarding adults at risk of abuse / neglect. The findings inform both good practice and areas for improvement.

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What is 'EDI'?

Equality, Diversity and Inclusion (EDI) refers to the fair treatment and full participation of all people, particularly those from groups that have historically been underrepresented or subject to discrimination. In safeguarding, EDI ensures that adults' protected characteristics are recognised and respected.

EDI consideration in Salford safeguarding includes capturing data on protected characteristics, understanding intersectionality and ensuring that services are inclusive, accessible, and responsive to the diverse needs of Salford's adult population.

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Participation

19 agencies participated in the assurance process, including statutory and voluntary Board members and housing organisations. Each agency completed a detailed survey on their EDI practices.

The breadth of participation reflects a strong multi-agency commitment to improving safeguarding outcomes through inclusive practice.

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Resources

For further information, agencies are encouraged to consult the full Outcome Report. This document provides detailed findings, and makes recommendations for operational actions in the spirit of continuous safeguarding improvement.

Additional resources:

- [Equality Act 2010](#)
- [Unconscious Bias](#)
- [Making Safeguarding Personal](#)

Agencies are also encouraged to link up with local specialist support groups to improve understanding and engagement.

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Considerations

Areas for improvement include inconsistent data capture on certain protected characteristics, limited use of specialist services, and variable engagement with communities to understand lived experiences. Some agencies manage discriminatory abuse internally rather than through multi-agency procedures.

The SEG is encouraged to consider whether EDI data should be a standing agenda item, and whether further training or system improvements are needed to ensure safeguarding is equitable and inclusive for all adults in Salford.

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Key Findings

All agencies confirmed having an Equality and Diversity Policy, and most routinely capture data on age, disability, sex, and religion. However, fewer agencies consistently record data on preferred pronouns, care leaver status, or asylum /refugee status.

The average confidence score for capturing protected characteristic data was 7.89/10, and 8.25/10 for addressing discrimination concerns. 74% of agencies routinely complete Equality Impact Assessments, and 14 agencies include unconscious bias training.

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Good Practice

Examples of good practice include inclusive workplace policies, use of accessible communication methods, and training on cultural harms and unconscious bias. Agencies also reported using trauma-informed approaches and Making Safeguarding Personal principles.

Some agencies have strong community engagement strategies, including focus groups, co-production, and feedback mechanisms. Others have internal EDI champions and peer mentors to promote inclusive practice and awareness.

