

## Independent Safeguarding Authority (ISA)

### INTRODUCTION

The following principles have been drawn up in partnership by the Chartered Society of Physiotherapy (CSP), GMB, Royal College of Midwives (RCM), Royal College of Nursing (RCN), National Union of Teachers (NUT), Society of Radiographers, UNISON and Unite. They relate to the introduction of the Independent Safeguarding Authority (ISA). As organisations we collectively represent over 3 million members who will be affected. All of our organisations support the principle of safe and effective public protection, and our principles seek to reflect this, but also identify areas of concern surrounding the approach and implementation of the ISA scheme.

### Principles

- 1.** Robust and effective national and cross-border mechanisms must ensure public protection across the UK. The role and remit of over arching regulators and ISA and the relationship between both organisations should be clearly defined.
- 2.** There should be no duplication of regulatory mechanisms that would lead to over-regulation. Clear arrangements should exist for the secure transfer of relevant information between existing regulators, employers and ISA.
- 3.** Individuals should not have to pay twice for public protection. All set up and running costs associated with ISA should be met by employers and/or governments. Individual employees should not have to fund the proposed ISA fee; in particular we believe that the £64.00 registration fee in England and Wales, and £58 in Northern Ireland (fee in Scotland as yet to be announced) if applied, will have a disproportionate impact on low paid women workers and those working part-time.
- 4.** The barring process should adhere to the principles of natural justice and all relevant legislation and not on unproven allegations. This must include the right of individuals to a fair hearing, appeal and to be provided with specific details about charges and relevant supporting information. An individual who suffers loss or damage as a result of a mistake is entitled to seek compensation.
- 5.** Information and data in respect of all ISA processes must be secure and the systems in place must have the confidence of all those who work with vulnerable adults and children.
- 6.** ISA systems and process must not, even unintentionally, deter or disincentivise appropriate individuals from seeking roles that will involve working with or caring for vulnerable adults or children.
- 7.** ISA systems and process should be subject to equality and diversity impact assessment.

