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**Southfield Way Surgery**

**2a Southfield Way**

**Great Wyrley**

**Staffs**

# Information Governance and Data Security Policy

**Version 2**

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**Area of application All Staff**

**Implementation Date: 01 Dec 2018**

**Last Reviewed : 27 July 2020**

**Next review Due: July 2021**

## Document Control

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### B. Document Details

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| --- | --- |
| **Classification:** | Internal  |
| **Author and Role:** | Carl Bradley |
| **Organisation:** | Southfield Way Surgery  |
| **Document Reference:** |  |
| **Current Version Number:** | Version 2 |
| **Current Document Approved By:** | Dr Dubb |
| **Date Approved:** |  |

### C. Document Revision and Approval History

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Version** | **Date** | **Version Created By:** | **Version Approved By:** | **Comments** |
| Version 1  | 01 Dec 2018 | Kiran Dubb | Dr Dubb |  |
| Version 2 | 27 July 2020 | Carl Bradley | Dr Dubb | KLOE’s added. |
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| CQC KLOE |
|  | KLOE |
| W4 | Are there clear responsibilities, roles and systems of accountability to support good governance and management? |
| W6 | Is appropriate and accurate information being effectively processed, challenged and acted on? |
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| **Approved** |
| Carl Bradley | Practice Manager –IG lead |  |
| Dr P Dubb | Caldicott Guardian |  |

**Introduction**

Southfield Way Surgery recognises that information has its greatest value when it is accurate, up to date and accessible where and when it is needed. Inaccurate, outdated or inaccessible information that is the result of one or more information security weaknesses can quickly disrupt or devalue critical processes. Information underpins the delivery of high quality healthcare commissioning and many other key service deliverables. In addition, the public is increasingly concerned about how organisations are handling information; the patients have a right to expect us to handle their data in a safe and secure manner and comply with legal and professional responsibilities.

There is a legal requirement for the practice as a Public Authority to address compliance with the incoming General Data Protection Regulation (GDPR) by 25 May 2018, and the Associated UK specific Data Protection Act 2018 together with associated (to be published NHS guidance).

An effective information security management regime must be in place to ensure that information is appropriately protected and reliably available.

This document sets out a strategic direction for information governance management within Southfield Way Surgery

The policy is based on a number of legal and best practice standards including:

* ISO27001, the international standard for information security management systems (ISMS)
* Information Security Management: NHS Code of Practice
* General Data Protection Regulation 2016, Data Protection Act 2018, Freedom of Information Act 2000, Computer Misuse Act and other related law and regulation
* Health and Social Care Act 2013
* NHS Act 2006 (s.251 and associated CAG Approvals)
* Office of Government Commerce (OGC) Policies & standards
	+ Information Technology Infrastructure Library (ITIL)
	+ Communications- Electronics Security Group (CESG) Guidance
	+ Management of Risk

Southfield Way Surgery is committed to ensuring that there is adequate provision for the secure management of information resources it owns or controls.

Southfield Way Surgery recognises that information security is not simply about implementing Information technology solutions; it reflects overall management and the culture of the organisation.

**Scope**

This policy relates to:

* all information that is processed or held during the practice business or on its behalf by key providers;
* the handling of all information through all recognised means; and
* all information systems purchased, developed and managed by or on behalf of the Southfield Way Surgery.

It also applies to all members of staff employed by, or working on behalf of Southfield Way Surgery, including contracted, non-contracted, temporary, honorary, secondments, bank, agency, students, volunteers, locums or third parties.

The Information Governance Policy recognises that the practice is an organisation working within a new and rapidly changing commissioning and information governance landscape, especially with the introduction of the GDPR. As such the Practice’s policy is focused on setting up and embedding the required governance arrangements and doing this in such a way that the practice retains the maximum flexibility and resilience so that it can adapt to this environment.

The key elements and resources to support the delivery of this policy are:

* The Data Security and Protections Toolkit (2018);
* Information Governance Policy;

**Purpose**

The purpose of this policy is to describe the management arrangements that will deliver Information Governance assurance for Southfield Way Surgery. Information Governance is a framework that enables the organisation to establish good practice around the processing of information and use of information systems, ensure that information is handled to ethical and quality standards in a secure and confidential manner, promote a culture of awareness and improvement, deliver its corporate objectives and comply with legislation, statutory requirements and other mandatory standards.

The Information Governance Management Framework (IGMF) will underpin the practice’s strategic goals and ensure that the information needed to support and deliver their implementation is readily available, accurate and understandable.

Information Governance has four fundamental aims:

* To support the provision of high-quality care by promoting the effective and appropriate use of information;
* To encourage responsible staff to work closely together, preventing duplication of effort and enabling efficient use of resources;
* To develop support arrangements and provide staff with appropriate tools and support to enable them to carry out their responsibilities to consistently high standards;
* To enable the practice to understand its own performance and manage improvement in a systematic and effective manner.

Southfield Way Surgery has a statutory responsibility to patients and the public to ensure that the services it provides have effective policies, processes and people in place to deliver objectives in relation to holding and using confidential and personal information. be embedded in the contracting process.

**Broad Objectives**

Southfield Way Surgery will ensure there is a systematic and planned approach to the management of information governance by establishing an Information Security Management System (ISMS) in line with ISO27001 and Information Security Management: NHS Code of Practice.

* The effectiveness of the ISMS will be continually improved through the use of audit results, analysis of incidents, corrective and preventive actions and management reviews.
* All important information assets will be identified and appropriately managed and protected. Any protection applied will be based on formally documented risk assessments to ensure that it is commensurate with the value of the asset and the perceived threats.
* Actual and potential information governance related incidents will be recorded and responded to in a timely and appropriate manner; findings will be fed into the ISMS to ensure continued and ongoing improvements.
* Steps will be taken to ensure that internal and external transfers of patient confidential information are conducted in a secure and safe manner, this will include, for example, encryption of emails and removable media holding personal information (as mandated by the Cabinet Office Information Governance Assurance Programme in 2008).
* All staff, contractors and other relevant parties will be made aware of the organisations requirements for information security and undertake appropriate training.
* A culture of information security awareness will be promoted and established.
* Procedures will be established to ensure that information governance requirements are addressed during the implementation, development and maintenance of services and/or systems.
* Business continuity plans will be developed across all services to ensure the centre is able to continue with its core business functions in the event of a failure or loss of systems or services. Appropriate procedures will be developed to ensure the timely recovery or replacement of information systems and services. The plans will be regularly tested and revised.
* Systems and services will be regularly audited against information governance related policies and procedures. The results of such audits will be fed into the ISMS, the Information Governance work-plan and information risk registers to ensure continued and ongoing improvement.

**Information Security Management System (ISMS)**

Southfield Way Surgery recognise that effective information security involves more than simply installing security products such as anti-virus software and providing a security policy. The practice will establish an ISMS, which will provide a means to identify and co-ordinate the approach to the management of information security within the practice in order to protect it, and its business.

The ISMS will be based on the NHS Information Security Management Framework.

The governing principle behind the ISMS is the design, implementation and maintenance of a coherent set of policies, processes and systems to manage risks to its information assets, thus ensuring acceptable levels of information security risk.

Based on this risk approach, we will establish, implement, operate, monitor, review, maintain and improve information security for all organisations within Southfield Way Surgery

The Core Elements of an effective Information Security Management System are summarised in the following Plan-Do-Check-Act model.

**PLAN - Establish the ISMS**

* Define the business needs for information security and set those out in a corporate Information Security Policy
* Identify and assess the risks to Information Security
* Identify and evaluate controls to be established to manage the information security risks identified, transfer the risks or accept them as appropriate.

**DO - Implement and operate the ISMS**

* Develop and implement action plans to manage the identified information security risks
* Implement training and awareness for all relevant staff

**CHECK - Monitor and review the ISMS**

* Establish processes to identify actual and potential information security incidents or system weaknesses
* Monitor and update information security risk assessments as required
* Monitor the effectiveness of the ISMS in managing information risks through internal reviews and independent audit.
* Report the results to management for review.

**ACT - Maintain and improve the ISMS**

* Take corrective and preventative actions, based on the results of audits and management reviews or other relevant information, to achieve continual improvement of the ISMS.

Following the principles of the above model, an Information Governance Work-plan for the practice will be created. This encompasses the requirements of the Information Governance toolkit (DS&P Toolkit), legal and NHS requirements and the results of audits and risk assessments. The work-plan will be carefully monitored and regularly reviewed and revised, to ensure it continues to meet the information governance requirements of the practice and ensure continuous improvement.

**Information Governance Definition**

Information Governance is “a framework for handling information in a confidential and secure manner to appropriate ethical and quality standards in modern health services”. It brings together within a singular cohesive framework, the interdependent requirements and standards of practice. This policy forms part of the practice’s overall Practice Assurance Framework.

IG is defined by the requirements that the organisation is required to demonstrate compliance with as part of the IG Toolkit Annual Assessment (DS&P toolkit from 2018), these include the following domains:

* Information Governance Management
* Confidentiality and Data Protection Assurance
* Information Security Assurance
* Clinical Information Assurance
* Secondary Use Assurance

Within this definition and domains the practice will handle and protect many classes of information:

* Some information is confidential because it contains personal details the practice must comply with regulation which regulates the holding and sharing of confidential personal information. Changes to the way in which patient confidential data can be processed came about as a result of the Health & Social Care Act 2012. It is important that relevant, timely and accurate information is available to those who are involved in the care of service users, but it is also important that personal information is not shared more widely than is necessary;
* Some information is non-confidential and is for the benefit of the practice and the general public and its employees share responsibility for ensuring that this type of information is accurate, up to date and easily accessible to the public;
* The majority of information about the practice and its business should be open to public scrutiny although some, which is commercially sensitive, may need to be safeguarded.

Information can be in many forms, including (but not limited to):

* Structured record systems – paper and electronic;
* Transmission of information – e-mail, post and telephone; and
* All information systems purchased, developed and managed by/or on behalf of Southfield Way Surgery

**Aims & Objectives**

The IG Policy of the practice is based upon a vision of a long-term delivery of clear, open aims and objectives to ensure that:

* The practice complies with all statutory requirements;
* The practice has an information governance policy that supports the achievement of corporate objectives;
* The practice can demonstrate an effective framework for managing information governance assurance;
* Staff are aware of their responsibilities and the importance of information governance;
* Information governance becomes a systematic, efficient and effective part of business as usual for the Practice;
* Information governance is integrated into the change control process;
* There are effective methods for seeking assurance across the organisation;
* Southfield Way Surgery can demonstrate that the information governance arrangements of organisations it commissions services from across healthcare and commissioning support are adequate;
* The policy is able to respond to any change required by external bodies and any challenges emerging from changes to the information governance landscape.

An outline of the high-level IG organisational objectives that the practice seeks to achieve is as follows:

* Comply with the relevant information privacy and confidentiality laws and regulations as well as contractual requirements and internal policies on information and systems security and protection, and provide transparency on the level of compliance via the DS &P Toolkit;
* Maintain information risk at acceptable levels and protect information against unauthorised disclosure, unauthorised or inadvertent modifications, and possible intrusions;
* Address the increasing potential for civil or legal liability impacting the organisation as a result of information breaches through efficient and effective risk management, process improvement and rapid incident management;
* Provide confidence in interactions with key external organisations – for example, Acute & Community Providers, customers, NHS England, NHS Digital, Monitors, Commissioners and the CQC.
* Create, maintain and continuously improve trust from customers and the public;
* Provide accountability for safeguarding patient and other critical information; and
* Protect the organisation’s reputation.

These aims, and objectives will be achieved by ensuring the effective management of Information Governance by:

* Ensuring that the practice meets its obligations under the Data Protection legislation, the Human Rights Act 1998, the Freedom of Information Act 2000 and the Health and Social Care Act 2012;
* Establishing, implementing and maintaining policies for the effective management of information;
* Ensuring that information governance is a cohesive element of the internal control systems within the practice;
* Recognising the need for an appropriate balance between openness and confidentiality in the management of information;
* Ensuring that information governance is an integral part of the practice culture and its operating systems;
* Ensuring maintenance of year on year improvement within the DSP Toolkit submission;
* Reducing duplication and looking at new ways of working effectively and efficiently;
* Minimising the risk of breaches of personal data;
* Minimising inappropriate uses of personal data;
* Ensuring that Service Level Agreements between the practice and other organisations are managed and developed in accordance with Information Governance Principles;
* Ensuring that contracted bodies are monitored against Information Governance standards;
* Protecting the services, staff, reputation and finances of the practice through the process of early identification of information risks and where these risks are identified ensuring sufficient risk assessment, risk control and elimination are undertaken;
* Ensuring there is provision of sufficient training, instruction, supervision and information to enable all employees to operate within information governance requirements, including those undertaking specialist roles;
* Ensuring the information governance policy and related plans link to and support other corporate or strategic objectives, e.g. business continuity planning, and ensuring the practice is able to meet its commitments under the Civil Contingencies Act 2004 (specifically the Emergency Preparedness, Resilience & Response assurance process).

**Roles and Responsibilities**

Senior Information Risk Owner (SIRO)

The SIRO for Southfield Way Surgery is Kiran Dubb who holds responsibility for ensuring that information is processed and held securely throughout Southfield Way Surgery The role covers all the aspects of information risk, the confidentiality of patient and service user information and information sharing. The Information Governance Toolkit sets out clear responsibilities of the SIRO in relation to risks surrounding information and information systems, which also extend to business continuity and the role of Information Asset Owners.

In particular, the SIRO is responsible for:

* leading and fostering a culture that values, protects and uses information for the success of the practice and benefit of its service users;
* owning the practice’s overall information risk policy and risk assessment processes and ensuring they are implemented consistently by Information Asset Owners (IAO’s);
* take ownership of information risk assessment processes, including the review of the annual information risk assessment and agree actions in respect of any risks identified;
* ensure that the practice’s approach to information risk is effective in terms of resources, commitment and execution and that this is communicated to all staff;
* Ensure Information Asset Owners (IAOs) undertake risk assessments of their assets;
* Be responsible for the Incident Management process ensuring identified information security risks are addressed and any lessons learnt are implemented;
* Provide a focal point for the management, resolution and/or discussion of information risk issues;

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| * Ensure that the practice’s approach to information risk is effective in its deployment in terms of resource, commitment and execution and that this is communicated to all staff;
* Ensure the organisation is adequately briefed on information risk issues

Caldicott GuardianThe Caldicott Guardian is Dr P Dubb and is responsible for acting as a champion for data confidentiality. They should ensure that confidentiality issues are appropriately reflected in practice policies and working procedures for staff and oversee all arrangements, protocols and procedures where confidential information may be shared with external bodies including disclosures to other public sector agencies and other outside interests.The Caldicott Guardian is responsible for:* ensuring that the practice satisfies the highest practical standards for handling patient information;
* ensuring confidentiality is reflected appropriately in the practice’s policies and procedures to support the lawful and ethical processing of information;
* acting as the ‘conscience’ of the practice;
* ensuring that staff comply with Caldicott Principles and the guidance contained in the NHS Confidentiality Code of Practice;
* Facilitating, enabling and overseeing information sharing agreements and arrangements put in place to share personal confidential data with external bodies.

Information Asset Owners The Information Asset Owner (IAO) is the Practice Manager. He will provide assurance that information risk is managed effectively for their information assists. This will be achieved by:* Ensuring all Information Assets and flows of data within their remit are identified and logged ensuring each has a legal basis to be processed.
* Identifying, managing and escalating all information security (for example, dependencies and access control) and information risks as appropriate.
* Supporting Information Asset Administrators who will ensure the above takes place. The detailed roles and responsibilities are defined in Appendix A of the NHS Information Risk Management Guidance
* Ensuring that information risk assessments are performed on all information assets where they have been assigned ‘ownership’ and provide assurance to the SIRO on the security and use of these assets;
* Knowing what information is held and for what purpose;
* Ensuring that information governance policies and system level procedures are followed.
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All staff (and Third Parties)

All those working for the practice have legal obligations, under the Data Protection legislation, common law duty of confidentiality, and professional obligations, for example the Confidentiality NHS Code of Practice and professional codes of conduct. These are in addition to their contractual obligations which include adherence to policy, and confidentiality clauses in their contract.

The same responsibilities apply to those working on behalf of the organisations whether they are volunteers, students, work placements, contractors or temporary employees. Those working on behalf of the organisation are required to sign a third-party agreement outlining their duties and obligations.

Breaches of any law, contract, code of practice or confidentiality agreement will be reported using appropriate channels and action taken where necessary.

IG Policies

The practice is committed to ensuring that its policies follow the HORUS model as proposed by the Department of Health to ensure compliance with legislation, including the GDPR 2016 and Data Protection Act 2018.

The principles of this model are that information is:

* Held safely and confidentially;
* Obtained fairly and lawfully;
* Recorded accurately and reliably;
* Used effectively and ethically;
* Shared and disclosed appropriately and lawfully.

To deliver this model, the practice will ensure that:

* policies and procedures are in place to facilitate compliance with all relevant legislation, regulations and duties;
* compliance with the Data Protection Act 2018 is maintained when handling Personal Confidential Data, except where there is a legal requirement to override the Act;
* information is appropriate for the purpose intended and that at all times the integrity of information is developed, monitored and maintained;
* information made available for operational purposes is maintained within set parameters relating to its importance via appropriate procedures and computer resilience systems;
* all identifiable information relating to patients is regarded as confidential;
* all identifiable information relating to staff is regarded as confidential, except where national policy on accountability and openness requires otherwise;
* when person identifiable data is shared, the sharing complies with the law;
* guidance and best practice and both service user rights and public interest are respected;
* non-confidential information relating to the practice and its services is made available to the public through a variety of media, in line with the Freedom of Information Act and Environmental Information Regulations;
* will have clear procedures and arrangements for liaison with the press and broadcasting media;
* patients and service users will have access to information relating to their own health care, options and treatment and their rights as patients;
* undertake or commission annual audits of compliance with legal requirements;
* information and IT security, information quality and record management requirements are met in accordance with the DS&P Toolkit;
* the roles and responsibilities identified within the IG Framework are integrated and embedded within the organisation;
* procedures for the effective and secure management of its information assets and resources are established and maintained;
* information is managed throughout its lifecycle of creation, retention, maintenance, use and disposal;
* procedures for information quality assurance and the effective management of records are established and maintained;
* information is effectively managed so that it is accurate, up-to-date, secure, retrievable and available when required;
* incident reporting procedures, which includes the investigation of all reported instances of actual or potential breaches of confidentiality and security are established and maintained;
* Risk Management and reporting procedures are established and maintained, and will have in place risk controls and monitoring processes all reported information risks;
* Relevant instruction and training is provided to all staff through induction and thereafter annually in relation to this policy.

IG Resources

The Information Governance Policy and Framework is enacted through the Information Governance Improvement Plan. This covers major elements of information governance implementation, including:

* Completion of the IG/DS&P Toolkit;
* Implementation of relevant policies and procedures;
* Information flow mapping;
* Information asset register and asset risk assessments;
* Incident reporting and management;
* Mandatory and specialist training;
* Annual assurance statements from IAOs to the SIRO, and onwards to the partners

The IGSG will identify any policy associated resource implications incurred by the implementation of the Information Governance improvement plan. Business cases will be developed to deliver specific initiatives of projects (if necessary).

Incident Reporting & Management

Incidents must be reported and managed through established processes. Significant issues will be subject to full investigation and reporting action. Incidents relating to personal information will be reported to the Caldicott Guardian whilst those of a more corporate nature will be reported to the SIRO.

Southfield Way Surgery will put in place suitable mechanisms to ensure staff identify and manage information risks in line with existing risk management policy and processes.

All information governance incidents must be reported as soon as they are detected in accordance with the practice’s Incident Reporting and Management procedure.

Information Security

With the increasing use of electronic data and ways of working which rely on the use of electronic information and communication systems to deliver services, there is a need for professional advice and guidance on their use as well as the need to ensure that they are maintained and operated to the required standards in a safe and secure environment.

Risk Management

The ability to apply good risk management principles to IG is fundamental and the practice will apply them through organisational policies.

Risk assessment will also be included as part of the Information Asset Owners role. Any information flows from or in to identified information assets will be risk assessed and the results reported to the PRACTICE SIRO for risk mitigation, acceptance or transfer.

Legal Compliance

The Data Protection legislation (GDPR and DPA1998/2018) is the most fundamental piece of legislation that underpins Information Governance. The practice is registered with the Information Commissioners Office and will fully comply with all legal requirements of the law. A process will be adopted to ensure that a review of all of new systems is carried out and where requirements such as the need for Privacy Impact Assessments (PIA) are highlighted these will be completed. This will be included in the IG service specification.

Training and Staff Support

Fundamental to the success of delivering the Information Governance Policy is developing an Information Governance culture within Southfield Way Surgery. Awareness and training will be provided to all staff that utilise information in their day-to-day work to promote this culture. In order to achieve this, the IG Lead will ensure:

* All staff complete an Induction session when they first start employment which will include Information Governance. In subsequent years all staff are required to complete further Information Governance training on Bluestream and Data Awareness Training as per the DS&P Toolkit.
* all staff undertake an annual training needs analysis and any recommendations identified will be complied with by staff;
* All staff are informed of compliance and standards set to support this policy via staff bulletins and where necessary Information Governance specific messages;
* implement staff surveys to assess levels of understanding and ensure staff are fully aware of their responsibilities;
* provide staff with the opportunity to develop more detailed knowledge and appreciation of the role of information governance through:
* IG Policies and this policy;
* Induction, mandatory and refresher training;
* Line manager support;
* Specific training courses for specialist roles.

**Implementation & Dissemination**

This policy once approved by the Partners will be shared with all members of staff via Docman.

The implementation of this IG policy and IG Toolkit improvement plan will ensure that information is more effectively managed in Southfield Way Surgery. To support this policy, The Practice will implement key IG policies and will ensure that staff abide by these.

Each year the IG policy will be reviewed, and a revised DS&P Toolkit improvement plan will be developed against the IG Toolkit attainment levels and scores, thus identifying the key areas for a programme of continuous improvement.

**Policy, Protocol and Procedure Distribution**

All employee-based policies, protocols and procedures will be made available on the practice risk management system and will be highlighted in staff briefings. Knowledge of the key details of Information Governance related policies will be tested through the use of the online Information Governance training tool, and the use of staff surveys and/or confidentiality audits to test knowledge in particular areas.

**Monitoring and Review**

This policy will be reviewed on the first anniversary following its adoption and subsequently every two years until rescinded or superseded. An earlier review of this document may be undertaken in the event of:

* Legislative or case law changes;
* Changes or release of good practice or statutory guidance;
* Identified deficiencies, risks or following significant incidents reported;
* Changes to organisational infrastructure.
* New vulnerabilities;
* Practice change or change in system/technology;
* Changing methodology.

**Performance Indicators**

The Information Governance and DS&P Toolkit submission is a mandatory annual return; the criteria for compliance are set out within the relevant Toolkit. The successful implementation of Information Governance across the organisation will be reflected in the achievement level produced from the annual Toolkit submission.

Performance against this policy will be monitored against the IG Toolkit requirements by the IGSG, and escalated to the Partners. The level of assurance will be submitted officially via the Information Governance Toolkit on an annual basis.

**Internal Reporting**

Formal reporting will be managed through the IGSG. The Practice Manager will establish effective reporting arrangements with the partners to ensure the practice is receiving ongoing assurance of their IG performance and use these reports as an opportunity to quickly identify and escalate any issues or risks at an early stage.

**References**

The following references can be accessed via the links provided:

• Data Protection Act 1998 available from www.**opsi**.go.uk

• Access to Health Records Act 1990 available from www.**opsi**.go.uk

• Human Rights Act 1998 available from www.**opsi**.go.uk

• Freedom of Information available from www.**opsi**.go.uk

• Environmental Information Regulations

http://www.ico.org.uk/for\_organisations/environmental\_information/guide

• Record Management available from

http://www.nationalarchives.gov.uk/information-management/projects-andwork/

information-records-management.htm

• Common Law of Confidentiality

• NHS Confidentiality- code of practice available from

https://www.gov.uk/government/publications/confidentiality-nhs-code-of-practice

• Calidicott Report available from

https://www.gov.uk/government/publications/the-information-governance-review

• The Health and Social Care Act

http://www.legislation.gov.uk/ukdsi/2013/9780111533055

• Crime and Disorder Act 1998

http://www.legislation.gov.uk/ukpga/1998/37/contents

• Protection of Children Act 1999

http://www.legislation.gov.uk/ukpga/1999/14/contents