

EQUALITY IMPACT ASSESSMENT TOOL

Part 1: Description/Consultation

Is this a Rapid Equality Impact Assessment (RIAT)?		Yes <input checked="" type="checkbox"/>	No
<input type="checkbox"/>			
Is this a Full Equality Impact Assessment (EQIA)?		Yes <input type="checkbox"/>	No
<input checked="" type="checkbox"/>			
Date of Assessment:	October 2015	Committee Report Number:	419-2015
Title of document being assessed:		Chief Social Work Officer (CSWO) Annual Report 2014-2015	
1. This is a new policy, procedure, strategy or practice being assessed (If yes please check box) <input type="checkbox"/>		This is an existing policy, procedure, strategy or practice being assessed? (If yes please check box) <input checked="" type="checkbox"/>	
2. Please give a brief description of the policy, procedure, strategy or practice being assessed.		The provision of information to the Social Work and Health Committee in an Annual Report highlighting the activities and performance of the Social Work Department in the year 2014/15, together with the strategic direction and challenges facing the Department in the year 2015/16. The report is presented by the CSWO.	
3. What is the intended outcome of this policy, procedure, strategy or practice?		To inform elected members of the above.	
4. Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.		Rapid Equality Impact Assessments of the strategies and policies described in the report. These have been previously agreed by Council Committees, and Impact Assessments are available as part of the reports in the Committee Report section of Dundee City Council's website.	
5. Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.		Yes. See EQIAs as referred to at 4 above.	

<p>6. Please give details of council officer involvement in this assessment.</p> <p>(E.g. names of officers consulted, dates of meetings etc.)</p>	<p>Heather Gunn (Service Manager) SIPSS Joyce Barclay (Senior Officer) SIPSS Rose Sinclair (Senior Officer) SIPSS</p>
<p>7. Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?</p>	<p>n/a</p>

Part 2: Protected Characteristics

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the "overall" impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic communities are not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

	Positively	Negatively	No Impact	Not Known
Race (including Ethnic Minority Communities)	<p>Impacts upon each of these protected characteristic communities are as described in the EQIAs completed in respect of all the individual policies referred to in the Report, and previously presented to Committee. None of the impacts identified in any of these individual assessments indicated that the policies involved should not be implemented.</p>			
Gender				
Gender Reassignment				
Religion or Belief				
People with a disability				
Age				
Lesbian, Gay and Bisexual				
Socio-economic				
Pregnancy & Maternity				
Other (please state)				

Part 3: Impacts/Monitoring

<p>1. Have any positive impacts been identified?</p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>See previous EQIA reports for those identified</p>
<p>2. Have any negative impacts been identified?</p> <p>(Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>See previous EQIA reports for those identified</p>
<p>3. What action is proposed to overcome any negative impacts?</p> <p>(e.g. involving community groups in the development or delivery of the policy or practice, providing information in community languages etc. See Good Practice on DCC equalities web page)</p>	<p>See previous EQIA reports for any identified action</p>
<p>4. Is there a justification for continuing with this policy even if it cannot be amended or changed to end or reduce inequality without compromising its intended outcome?</p> <p>(If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	<p>n/a</p>
<p>5. Has a 'Full' Equality Impact Assessment been recommended?</p> <p>(If the policy is a major one or is likely to have a major impact on protected characteristics communities a Full Equality Impact Assessment may be required. Seek advice from your departmental Equality lead.)</p>	<p>No. n/a</p>
<p>6. How will the policy be monitored?</p> <p>(How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.)</p>	<p>n/a</p>

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Part 4: Contact Information

Name of Department or Partnership	Social Work
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Type of Document	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input checked="" type="checkbox"/>

Manager Responsible	Author Responsible
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Signature of author of the policy:	Jane Martin	Date: 22 nd October 2015
Signature of Director/Head of Service:	Laura Bannerman	Date: 22 nd October 2015
Name of Director/Head of Service:	Jane Martin	
Date of Next Policy Review:	September 2016	