

DUNDEE CITY COUNCIL

Equality Impact Assessment Tool

Part 1 Description / Consultation

Is this a Rapid Equality Impact Assessment (RIAT)?	YES
Is this a Full Equality Impact Assessment (EQIA)?	NO
Date of assessment 14 JANUARY 2013	Title of document being assessed Chief Social Work Officer Report (CSWO)
Committee report number 82-2013	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <input type="checkbox"/> NO	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <input checked="" type="checkbox"/> X
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 2011/12, together with the strategic direction and challenges facing the Department in the year 2012/13. The report is being presented by the Chief Social Work Officer, who is the Director of Social Work.
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 policies described in the report. These policies have been previously agreed by Council Committees and Impact assessments are available on DCC website. https://www.dundee.gov.uk/eqia/current https://www.dundee.gov.uk/eqia/archive
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	See EQIAs as described above.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Joyce Barclay (Senior Officer, SPSS) Heather Gunn (Service Manager, SPSS)
7) Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy? (Example: if the impact on a community is not known what will you do to gather the information needed and when will you do this?)	N/A

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
Ethnic Minority Communities including Gypsies and Travellers	<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.</p> <p>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? (We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>If yes please give further details</p> <p>See previous reports for those identified</p>
<p>2) Have any negative impacts been identified? (Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>If yes please give further details</p> <p>See previous reports for those identified</p>
<p>3) What action is proposed to overcome any negative impacts? 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>Please give further details</p> <p>See previous reports for those identified</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? (If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	<p>If yes please give further details</p> <p>This report is not bringing forward any new policy or policies. It is an information-giving report and includes a summary of policies previously agreed by Committee, along with an update of activity and performance by the Department in the implementation of these policies.</p>
<p>5) Has a 'Full' Equality Impact Assessment been recommended? (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>If yes please give further details</p> <p>N/A</p>
<p>6) How will the policy be monitored? (How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.</p>	<p>Please give details</p> <p>N/A</p>

Part 4 Contact information

Name of Department or Partnership: Social Work

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	x

Contact Information

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Signature of author of the policy:	Date
Signature of Director / Head of Service area:	Date
Name of Director / Head of Service:	
Date of next policy review:	