

# DUNDEE CITY COUNCIL

## Equality and Diversity Rapid Impact Assessment

### Part 1

Date <b>3rd June 2010</b>	Title <b>Social Work Department, Learning and Workforce Development Strategy</b>
Is this a new document? <b>Yes</b>	Is this an existing document under review? <b>No</b>
Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	<b>Legislation in relation to Social Work, Employment Legislation, Equalities Legislation</b>
What is the description of the policy, procedure or strategy?	<b>Social Work Learning and Workforce Development Strategy, Social Work</b>
What is the intended outcome of this policy, procedure or strategy?	<b>To have competent, confident workforce to meet the needs of the citizens of Dundee</b>
Which individuals are responsible for undertaking Equality and Diversity Impact Assessment?	<b>Frances Greig</b>

### Part 2

**Which groups of the population will be positively or negatively affected by this policy, procedure or strategy?**

	<b>Positively</b>	<b>Negatively</b>	<b>No Impact</b>	<b>Not Known</b>
Ethnic Minority Communities including Gypsies and Travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender including transgender people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People with a disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Socio-economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Part 3

## Equality and Diversity Rapid Impact Assessment

a) Have any positive impacts been identified? <i>We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another.</i>	<b>Yes</b>
b) Have any negative impacts been identified? <i>Based on direct knowledge, published research, community involvement, customer feedback etc If unsure seek advice.</i>	<b>No</b>
c) What action is proposed to overcome any negative impacts? <i>If you identify a negative impact that cannot be eliminated by amending or replacing the policy it would then be necessary to seek legal advice.</i>	<b>N/A</b>
d) Consultation or involvement which has informed this assessment.	<b>Significant involvement of staff and service users</b>
e) Is there a need to collect further evidence?	<b>No</b>
f) How will the policy be monitored?	<b>Annually through performance reports and qualitative measures and equalities monitoring</b>

## Part 4

### Department


### Type of Document

Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input checked="" type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input type="checkbox"/>

### Contact Information

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Signature of author of the policy, procedure or strategy: Frances Greig

Head of Department and Service area: Alan Baird

Date of next review: June 2010