

DUNDEE CITY COUNCIL

Equality and Diversity Rapid Impact Assessment

Part 1

Date 23 August 2010	Title Critical Incident Stress Management
Is this a new document? Yes	Is this an existing document under review? No
Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	
What is the description of the policy, procedure or strategy?	The policies covered by this report address the provision of Critical Incident Debriefing for personnel working in the Council and across agencies.
What is the intended outcome of this policy, procedure or strategy?	The intended outcome is to ensure that staff receive the necessary support following their involvement in a critical incident. Critical Incident Stress Management, including Critical Incident Stress Debriefing, is a recognised system of care providing an organisational response to help promote normalisation and recovery for employees who may experience stress following a critical incident. The emphasis is always to keep people safe and returning them quickly to more 'normal' levels of functioning. People should be enabled to return to their daily routine more quickly and with less likelihood of experiencing post traumatic stress disorder.
Which individuals are responsible for undertaking Equality and Diversity Impact Assessment?	The author of the policies and report has undertaken this Equality and Diversity Impact Assessment.

Part 2

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

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender including transgender people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People with a disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Socio-economic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please state) Council Staff and Employees of Partner Agencies	<input checked="" 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?	If yes please give further details All staff will be better supported after critical incidents
b) Have any negative impacts been identified?	If yes please give further details None
c) What action is proposed to overcome any negative impacts?	Please give details N/A
d) Consultation or involvement which has informed this assessment.	Please give details The protocols have been consulted upon in a number of ways. The content has been considered by members of the Chief Officers Group, the CYPCC , the Adult Support and Protection Committee, Child Protection Best Value Group members, and staff.
e) Is there a need to collect further evidence?	If yes please give further details including how you gather further evidence. No
f) How will the policy be monitored ?	Please give details The working of the protocols will be monitored through the CYPCC and the Manager of the Strategy, Performance and Support Service in DCC Social Work Department, who will act as a contact for referrals.

Part 4

Department

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 checked="" type="checkbox"/>
Other	<input type="checkbox"/>

Contact Information

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Signature of author of the policy, procedure or strategy: Jenni Tocher
Head of Department and Service area: Alan Baird
Date of next review: December 2011