

# DUNDEE CITY COUNCIL

## Equality and Diversity Rapid Impact Assessment Tool

### Part 1

Date of assessment 1/11/12	Title of document being assessed <b>Report to Health and Social Work Committee and interim Strategy for People with Physical Disability and or Sensory Impairment 2012-2014</b>
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) x	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <input type="checkbox"/>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	The report accompanies the "Dundee Health and Social Care Interim Strategy, for People with Physical Disability and or Sensory Impairment, 2012 - 2014." The Interim Strategy has been developed to facilitate and comprehensive long term strategy and commissioning framework for people with physical and sensory needs.
3) What is the intended outcome of this policy, procedure, strategy or practice?	The intended outcome is to set the direction for the strategy and to establish a Joint Strategic Planning and Commissioning Group. An Action Plan for future service initiatives and developments will be produced for wider consultation.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	The Equality Act 2010
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	The views of people with a Physical Disability and or a Sensory Impairment have influenced the Strategy.
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 Avril Smith Hope Service Manager
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?)	The strategic planning and commissioning group will consider necessary action to consult and involve protected communities and develop any plans necessary to address negative impacts.

## **Part 2**

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.

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

## Part 3

<p>1) <b>Have any positive impacts been identified?</b> (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>The strategy is expected to support effective planning for all people (with disabilities and or sensory impairment) and their families/carers. People affected by these issues will come from all types of backgrounds and the strategy anticipates that planning will promote fairness and equity within Health and Social Care across the protected groups</p>
<p>2) <b>Have any negative impacts been identified?</b> (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>At present there are no specific negative impacts identified, the planning group will assess planned actions and put in place actions to overcome negative impacts as required.</p>
<p>3) <b>What action is proposed to overcome any negative impacts?</b> 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>n/a</p>
<p>4) <b>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?</b> (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>n/a</p>
<p>5) <b>Has a 'Full' Equality Impact Assessment been recommended?</b></p>	<p>If yes please give further details</p> <p>n/a</p>
<p>6) <b>How will the policy be monitored?</b> (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>It is anticipated that monitoring equalities impacts will continue throughout the Interim Strategy period via the Strategy Planning Group.</p>

**Part 4**Name of Department or Partnership: **Social Work****Type of Document**

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

**Contact Information**

<b>Manager Responsible</b>	<b>Author Responsible</b>
Name 1. Avril Smith-Hope Laura Bannerman	Name Joyce Barclay
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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:

Alan Baird Director of Social work

Date of next policy review:

2014