

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 26 July 2012	Title of document being assessed Family Support Service Review
Committee report number XXXXX	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <input checked="" type="checkbox"/>	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 proposals for the integration of social work locality teams and family support services The committee report outlines a historical and continuing trend toward greater targeting of family support services to those families with the greatest need and seeks endorsement of the proposal to integrate Family Support Services and locality based social work teams.
3) What is the intended outcome of this policy, procedure, strategy or practice?	The intended outcome of the proposed restructure is that families in receipt of social work services experience a less cluttered service landscape with clearer lines of accountability for the services provided. The report acknowledged the trend toward greater targeting of social work services across the city and a streamlining of referral routes is anticipated as part of the operational implementation of the proposals. It is intended that services, whilst remaining locally based in communities throughout the city, will become more consistent in the threshold for access to services and ensure that access to timeous support is available for all families whose children are in need of supported care and protection.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Committee Report 495-2011 Children's Services Pressures Equality Impact Assessment
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	No

6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	NA
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?)	No

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People with a disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Socio-economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other: Children/families in greatest need/at greatest risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Children/families in need but requiring lower levels of service provision/ support.		<input checked="" type="checkbox"/>		

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>Better coordination of support to children and families. Better targeting of support in line with Social Work Department priorities but enabling the mobilisation of all resources in a locality to support families most at need/risk.</p> <p>Better targeting of services leads to a range of positive outcomes for children.</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>Children and families with lower levels of need may experience reduced provision of preventative, community-based family support services by the social work department itself. Integrated Children's Services, including services provided by the voluntary sector and universal services in particular will continue to have a role to play in meeting the needs of such families.</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>Ongoing participation by Social Work Department, Children's Services in the wider Integrated Children's Services and coordinating support to families within the Getting it Right for Every Child (GIRFEC) agenda.</p> <p>Links with universal services and third sector through the Multi-Agency Steering Hub (MASH) to ensure that screening of referrals is timely and other interventions are identified where social work involvement is not appropriate.</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>There is no unlawful discrimination anticipated as a result of this realignment of services.</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>No</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 Through the Children's Services Management Team routine scrutiny of performance information and customer and stakeholder feedback.</p>
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Part 4 Contact information

Name of Department or Partnership: Social Work 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

Manager Responsible	Author Responsible
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Signature of author of the policy: Kathryn Lindsay	Date 30.07.2012
Signature of Director / Head of Service area:	Date
Name of Director / Head of Service:	

Date of next policy review: