

# Dundee City Council Equality and Diversity Newsletter **Issue 2**

## Equality Impact Assessments! What are they?

An equality impact assessment or EQIA is a tool that provides evidence that a public authority has given due regard to the elimination of unlawful discrimination during the planning and review of relevant policies and practices and the ways they carry out their functions, and whenever possible have identified and put into place measures that will reduce any potential barriers and enhance equality.

In September 2010 Dundee City Council adopted a new Rapid Equality Impact Assessment Tool or RIAT. Since then all relevant reports to Council committee are equality impact assessed and published on the Dundee City Council Web site. Over 200 Council and partner agency staff involved in the planning, design and delivery of policies and practices have been trained in using the RIAT.

For more information go to: <http://www.dundee.gov.uk/equanddiv/equimpact/>



## Equality and Diversity Training

In February 2010 Dundee City Council approved a corporate Equality and Diversity Training Strategy for all Council staff and elected members.

Departmental Equality Champions receive regular equalities training to support their departments in undertaking Equality Impact Assessments and delivering good equality practice.

A new on-line or e-learning package is being developed and due to come on stream in late summer this year. The package aims to ensure that all new Council staff are aware of the Council's commitment to Equality and Diversity.

Promoting Good Equality Practice Dundee City Council's Equality and Diversity web pages provide the public and Dundee City Council staff easy access to the current developments in Equality and Diversity and examples of equality and diversity good practice from across the Council.

To find out more go to: <http://www.dundee.gov.uk/equanddiv/goodpractice/>

To help advance equality of opportunity and promote good relations across communities Dundee City Council has published a 'Planning Accessible Events/Guidance'. Drafted with the involvement of the Council's Disability and Age and Race Religion and Belief Equality Action Group the guidance aims to help ensure that due regard is given to ensuring that everyone can participate in every Dundee City Council event.

[http://www.dundee.gov.uk/dundeeity/uploaded\\_publications/publication\\_2230.doc](http://www.dundee.gov.uk/dundeeity/uploaded_publications/publication_2230.doc)

## What's Next?

### Equality Monitoring:

Having good evidence on which to base decisions is vital to demonstrate that due regard has been given to meeting Dundee City Council's equality duty. Effective equalities service monitoring helps us to better know our customers, ensure our policies, practices and the services we provide are reaching and meeting the needs all our citizens and provides the evidence needed to better inform the planning and delivery of council services.

Dundee City Council already collects a wealth of information about who we employ and who uses our services. Over the coming months we will be taking forward a new initiative to make it easier for those planning services to gather, share and use all this information to provide better more responsive services for all our communities.

### Communication

Good communication is essential to the delivery of effective services. Dundee City Council has just undertaken a survey of all its departments to establish a base-line map of how we communicate with our customers. This study, and the involvement of our Equality Action Group members will help us identify any gaps and the steps needed to bridge those gaps in our communication supports to people who for example have literacy issues and British Sign Language (BSL) users.

### Tackling Hate Crime

A Hate Crime is when someone is subjected to harassment or violence because of their actual or perceived race or ethnic origin, disability, religion or belief, age, sexual orientation or gender identity. Dundee Community Safety Partnership is committed to tackling Hate Crimes through the newly established Hate Incident Multi Agency Partnership or HIMAP.

For further information or advice on Equality and Diversity issues contact Scott Mands, Equality and Diversity Co-ordinator at [scott.mands@dundeecity.gov.uk](mailto:scott.mands@dundeecity.gov.uk)

