

DUNDEE CITY COUNCIL

**Equality Impact Assessment Tool**

**Part 1 Description / Consultation**

Is this a <b>Rapid</b> Equality Impact Assessment (RIAT) ?	YES
Is this a <b>Full</b> Equality Impact Assessment (EQIA)?	YES                      NO    Please circle
Date of assessment <b>12/03/2013</b>	Title of document being assessed CARE INSPECTORATE INSPECTION - HOMECARE ENABLEMENT WEST & COMMUNITY MENTAL HEALTH TEAM
Committee report number    146-2013	
1) This is a new policy, procedure, strategy or practice being assessed - Care Inspection Report	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 committee report advises the Committee of the Care Inspection's report of the  The Inspection report relates to the findings arising from the inspection and the grading awarded to the service.
3) What is the intended outcome of this policy, procedure, strategy or practice?	The outcome of the inspection is to make recommendations for improvements to the service and to improve the overall quality of the service provided.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	None
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	No specific research was undertaken but the inspection process includes feedback methods including surveys and 1-1 discussions with service users and their carers. These comments are included within the report.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	N/A
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 service has developed a local policy for engagement and consultation and this is built into every day practice. Service users will be advised of any changes and opportunities for feedback will be provided.

**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"/>	x	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	x	<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	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Socio-economic	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Part 3 Impacts / Monitoring

<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>The Care Inspectorate identifies good practice within the service and areas for improvement. Action plans are drawn up in respect of any requirements/recommendations and these are reviewed at the next inspection.</p> <p>The purpose of the Inspection Report is to ensure best practice in the support of older people.</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>No - however see comments within Part 3.1</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>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>The inspection of registered care services is determined by the Care Inspectorate and the right to inspect care services is set in statute.</p>
<p>5) <b>Has a 'Full' Equality Impact Assessment been recommended?</b> (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>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>Inspections will be undertaken on an annual basis.</p>

#### **Part 4 Contact information**

**Name of Department or Partnership: 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 type="checkbox"/>
Other	x

#### **Contact Information**

<b>Manager Responsible</b>	<b>Author Responsible</b>
Name Denise Morton	Name Laura Bannerman
Designation Service Manager	Designation Head of Service (Community Care)
Base Claverhouse East, Social Work Office	Base Claverhouse East, Social Work Office
Telephone 438303	Telephone 4383002
Email denise.morton@dundeecity.gov.uk	Email Laura.bannerman@dundeecity.gov.uk

Signature of author of the policy: Denise Morton                      Date 12/03/2013

Signature of Head of Service area: Laura Bannerman              Date 12/03/13

Name of Director / Head of Service:                      Laura Bannerman

Date of next policy review:                                      At next inspection