

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 13/03/13	Title of document being assessed Consultation - Kemback Resource Centre
Committee report number 155-2013	
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.	Planned consultation with service users and carers regarding future support in relation to the Director of Social Work's proposal to close Kemback Adult Resource Centre
3) What is the intended outcome of this policy, procedure, strategy or practice?	To ascertain Service User's and Carer's views
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Making Information accessible -SAIF Guidance National Standards for Community Engagement - Communities Scotland www.scotland.gov.uk/Resource/Doc/94257/0084550.pdf The Same as You. 2003 Scottish Government http://www.scotland.gov.uk/Resource/Doc/1095/0078271.pdf Self- Directed support A National Strategy for Scotland ISBN 978 0 7559 9737
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	This is a targeted planned consultation of Service Users with a learning disability and/or autism and their carers.
6) Please give details of council officer involvement in this assessment.	Scott Mands Equality and Diversity Co-ordinator Joyce Barclay Senior Officer SPSS Social work Arlene Mitchell Service Manager Community Care Social work.
7) Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?	Yes. The planned consultation is aimed at gathering the views of service users and families/carers.

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(people with Learning Disability and/or Autism)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Age	<input type="checkbox"/>	<input type="checkbox"/>	x	<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) CARERS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x

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>Yes. It is anticipated that this Consultation will give an opportunity for engaging with relevant individuals and their families and that this engagement will affect people with the protected characteristic of disability in a positive way.</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 Yes. It is thought likely that some people may worry about how any potential changes might affect them. It is also thought likely that some people (service users and carers) will find it difficult coping with the uncertainty while awaiting the outcomes of the consultation.</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>The proposed consultation will be undertaken in a manner that allows each individual to give their views with appropriate support including ensuring that the means of communication is effective for each person. An independent advocate will be offered to those for whom this may be appropriate. It is proposed that an Independent Consultant is engaged to oversee the process.</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>N/a</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>No It is recommended that consideration be given to a full Equality Impact Assessment with respect to any plans made as an outcome of the consultation.</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 It is proposed that an independent consultant will be appointed to oversee the process. The Director of Social Work will present a further report following the conclusion of the proposed consultation process.</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- proposed Consultation	x

Contact Information

Manager Responsible		Author Responsible	
Name	Jenni Tocher	Name	Arlene Mitchell
Designation	Director of Social work	Designation	Service Manager
Base	Dundee House	Base	Claverhouse East, Jack Martin Way
Telephone	433025	Telephone	438338
Email	jenni.tocher@dundeecity.gov.uk	Email	Arlene.mitchell@dundeecity.gov.uk

Signature of author of the policy:

Date

Signature of Director / Head of Service area:

Date

Name of Director / Head of Service:

Date of next policy review:

On completion of consultation.