

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 14/1/13	Title of document being assessed Social Work Service Plan 2012 - 2017
Committee report number 84-2013	
1) This is a new policy, procedure, strategy or practice being assessed NO (If yes please tick box) <input type="checkbox"/>	This is a summary of existing policy, procedures, projects and strategy and practice being assessed (If yes please tick box) X
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	This Plan outlines the major areas of work within the department that will continue to be developed over the next five years. The plan indicates how the Social Work department is making a specific commitment to deliver an action or achieve a target towards improving the outcomes for our service users against the outcomes and intermediate outcomes in the Council Plan.
3) What is the intended outcome of this policy, procedure, strategy or practice?	To inform the Council, department and public of the major areas work for the department over the next 5 years
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Rapid Equality Impact assessments of policies described in the report. These policies have been previously agreed by Council Committees and Impact assessments are available on DCC website. https://www.dundee.gov.uk/eqia/current https://www.dundee.gov.uk/eqia/archive
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	See EQIAS as described above.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Laura Mill (Senior Officer) Heather Gunn (Service Manager) Laura Bannerman (Head of Service, Community Care) Jane Martin (Head of Service, Children's Service and Criminal Justice) Glyn Lloyd (Service Manager) Jenni Tocher (Head of Service, SPSS)
7) Is there a need to collect further evidence	N/a

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?)	
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Community Care

The plan identifies how service development for older people, people with dementia, adults with physical disabilities and/or sensory impairment, adults with learning disabilities and/or autism and mental illness will be taken forward through the period of the plan. It emphasises how a key thrust of activity will continue to be to shift the balance of care provision towards providing care from home or from homely settings. It also explains that we will work toward increased integration of services statutory partners, particularly health and that in so doing we will seek to improve the efficiency of the system and the experience people have of care delivery. It places emphasis on the development of more individualised care delivery. The developments are included in commissioning frameworks which are subject to Equality Impact Assessment.

Some groups e.g. older people are ahead of others in relation to the development of revised commissioning frameworks and there is therefore more detail of the developments that will take place for these groups. The Scottish Government has identified potential equality impacts in relation to integration. These and the actions that will be taken by the government were reported to committee with Report No 334-2012 in September.

In relation to the focus on particular groups the plan explains that partnership commissioning frameworks will be put in place for all groups.

Children's Services/Criminal Justice

There are no potentially negative impacts on any of the particular groups. All projects, actions and targets are intended to have a positive impact, with consistent themes involving the timely access and/or delivery of proportionate services to individuals, ideally in their families and/or local communities.

Strategy Performance and Support Services

The contribution of Strategy Performance and Support Services to the work included in the Service Plan has been previously assessed for equality impacts and been agreed as acceptable by council committee. No new impacts have been identified and this planned work will be monitored and appropriate action taken if significant negative impacts are identified at any stage.

Finance, Contracts and Welfare Rights

The contribution of Finance, Contracts and Welfare Rights to the work included in the Service Plan has been previously assessed for equality impacts and been agreed as acceptable by council committee. No new impacts have been identified and this planned work will be monitored and appropriate action taken if significant negative impacts are identified at any stage.

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.

Impacts will be as described in previous EQIAS. None of the impacts identified in these assessments would indicate that policies should not go ahead.				
	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers				
Gender				
Gender Reassignment				
Religion or Belief				
People with a disability				
Age				
Lesbian, Gay and Bisexual				
Socio-economic				
Pregnancy & Maternity				
Other (please state)				

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 See previous reports</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 See previous reports</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 See previous reports</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 This is a new service plan which will be reviewed every year and the opportunity will arise to address any issues that may occur.</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 n/a</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 The policies described will monitored to avoid and negate any potential negative impacts (particularly around any transfer of finances and resources) and to make sure we are not achieving equality for one group of characteristics at the expense of another.</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

Manager Responsible		Author Responsible	
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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:

Date of next policy review: