

DUNDEE CITY COUNCIL

Equality Impact Assessment Tool

Part 1 Description / Consultation

Is this a <b>Rapid</b> Equality Impact Assessment (RIAT) ?	<b>YES</b> <b>NO</b> Please circle
Is this a <b>Full</b> Equality Impact Assessment (EQIA)?	<b>YES</b> <b>NO</b> Please circle
Date of assessment <b>19/02/13</b>	Title of document being assessed <b>Dundee Joint Strategic and Commissioning Statement for Older People (The Statement)</b>
Committee report number <b>88-2013</b>	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <b>X</b>	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <b>X</b>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	<b>The Statement, which spans a five-year period, outlines the commissioning intentions of the Dundee Social Work and Health Partnership in relation to the supports that will be developed and delivered to improve outcomes for older people and their carers in Dundee. It builds on the work undertaken through the Change Plan.</b>
3) What is the intended outcome of this policy, procedure, strategy or practice?	<b>The Statement aims to ensure that services and supports will be delivered that will enable older people in Dundee to;</b>  <ul style="list-style-type: none"> <li>- have choice and control of their lives</li> <li>- keep in touch and maintain relationships</li> <li>- be part of the world they live in</li> <li>- stay as well as they can</li> <li>- maximise their potential</li> <li>- feel safe and be safe</li> </ul>
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	<b>'Dundee Joint Strategic and Commissioning Statement for Older People' and its accompanying Committee Report (88-2103)</b>
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	<b>Yes, The Statement has been developed with reference to the work of the Older People's Strategic Planning Group and has been informed by consultation undertaken by the Celebrate Age Network with approximately 200 older adults via interviews, focus groups and an engagement event.</b>  <b>An Older People's Needs Assessment is being developed.</b>

6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	<b>Diane McCulloch, Service Manager, Community Care, Social Work</b>
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?)	<b>The impact and effectiveness of the actions outlined in The Statement will continue to be monitored by the Older People's Strategic Planning Group.</b>

## **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)	X (Carers)	<input type="checkbox"/>	X	<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>If yes please give further details</p> <p><b>Yes, the purpose of this strategy is to improve outcomes for older people, including those affected by disability and those whose needs are exacerbated by socio-economic factors. A positive impact will be achieved therefore overall.</b></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>If yes please give further details</p> <p><b>There will be a change in the way services are delivered over the period of the Statement which may be viewed negatively by individuals.</b></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>Please give further details</p> <p><b>Engagement with Older People has been central to the development of the Statement and the challenges faced by older people are included in the Statement. We will continue to work in this manner throughout the period of the Statement. It will be reviewed bi- annually.</b></p> <p><b>We have agreed to an annual engagement process led through the Celebrate Age Network.</b></p> <p><b>Designated actions will be led by both the Third Sector and older people themselves.</b></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>If yes please give further details</p> <p><b>At this stage there is no clarity about the precise impact on individuals or the view they will take of them but the processes outlined at 2 and 3 above should give the required information that will allow the policy to be adjusted as it develops.</b></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>If yes please give further details</p> <p><b>A full Equality Impact Assessment has not been recommended at this stage as the Statement draws on information provided by older people and seeks to address any concerns. This decision will be reviewed at each review of the Statement.</b></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>Please give details</p> <p><b>The overall Strategy will be monitored by the Health and Social Care Partnership and its delivery and effectiveness will be monitored by the Older People's Strategic Planning Group.</b></p>

	A number of its action points will also be monitored by the Change Fund Monitoring Group.
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**Part 4 Contact information**

**Name of Department or Partnership:**

**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**

<b>Manager Responsible</b>		<b>Author Responsible</b>	
Name	Laura Bannerman	Name	Diane McCulloch
Designation	Head of Service Community Care Social Work Department	Designation	Service Manager Community Care Social Work Department
Base	Claverhouse	Base	Claverhouse
Telephone	438302	Telephone	438306
Email	laura.bannerman@dundeecity.gov.uk	Email	diane.mcculloch@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: