

## EQUALITY IMPACT ASSESSMENT TOOL

### Part 1: Description/Consultation

<b>Is this a Rapid Equality Impact Assessment (RIAT)?</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<b>Is this a Full Equality Impact Assessment (EQIA)?</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<b>Date of Assessment:</b>	7 <sup>th</sup> March 2016	<b>Committee Report Number:</b> 115-2016
<b>Title of document being assessed:</b>	<a href="#">Click here to enter text.</a>	
<b>1. This is a new policy, procedure, strategy or practice being assessed</b> (If yes please check box) <input checked="" type="checkbox"/>	<b>This is an existing policy, procedure, strategy or practice being assessed?</b> (If yes please check box) <input type="checkbox"/>	
<b>2. Please give a brief description of the policy, procedure, strategy or practice being assessed.</b>	This is a joint Dundee City Council and NHS Tayside Access to Equipment and Adaptations Criteria. It provides information about eligibility for equipment and adaptations.	
<b>3. What is the intended outcome of this policy, procedure, strategy or practice?</b>	The purpose of the Joint Criteria is to ensure that people with a disability receive equity, consistency and transparency in how decisions are made about access to equipment and adaptations. It enables Dundee City Council, NHS Tayside and the Integrated Joint Board to continue to provide equipment and adaptations at no cost to people with a disability	
<b>4. Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.</b>	No other documents	
<b>5. Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.</b>	Yes. There was consultation with Service Users and Public consultation via Dundee City Council Website. A wide range of relevant staff from Social Work and Health were invited to comment. Dundee Access Group were consulted. The feedback informed a re draft of the Criteria so that it was more accessible and person centred.	
<b>6. Please give details of council officer involvement in this assessment.</b>  (e.g. names of officers consulted, dates of meetings etc)	Consultation took place with Team Manager, Occupational Therapy, Special Needs Housing Coordinator, Head of Community Care, Head of Housing, Head of Strategy and Performance, Chief Financial Officer, Chief Officer. Consultation also took place with NHS Tayside staff members, 3 <sup>rd</sup> Sector by way of a stakeholder survey.	
<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.</b>	No	

**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
<b>Ethnic Minority Communities including Gypsies and Travellers</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Gender</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Gender Reassignment</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Religion or Belief</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>People with a disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Lesbian, Gay and Bisexual</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Socio-economic</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Pregnancy &amp; Maternity</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Other (please state)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Part 3: Impacts/Monitoring

<p><b>1. Have any positive impacts been identified?</b></p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>This Criteria aims to achieve equity, consistency and transparency in how decisions are made about access to equipment and adaptations.</p> <p>It enables Dundee City Council, NHS Tayside and the Integrated Joint Board to continue to provide equipment and adaptations at no cost to people with a disability</p>
<p><b>2. Have any negative impacts been identified?</b></p> <p>(Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>Potentially the person may perceive a negative impact where he/she does not meet eligibility criteria for provision of equipment and adaptations that he/she would like but are assessed as not requiring these particular adaptations or equipment to maximise his/her abilities live as independently as possible.</p>
<p><b>3. What action is proposed to overcome any negative impacts?</b></p> <p>(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>Provision of advice and information and signposting where a person does not meet criteria for provision of adaptations.</p> <p>Offer of community rehab where appropriate to maximise a persons abilities to live independently and meet their outcomes.</p>
<p><b>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?</b></p> <p>(If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	<p>This policy intends to achieve equity, consistency and transparency in decision making about access to equipment and adaptations.</p>
<p><b>5. Has a 'Full' Equality Impact Assessment been recommended?</b></p> <p>(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</p>
<p><b>6. How will the policy be monitored?</b></p> <p>(How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.)</p>	<p>The Joint Criteria will be monitored through the following means:</p> <p>Equipment and Adaptations Steering Group Listening to customers during assessment and monitoring processes. Customer and stakeholder survey on an annual basis.</p>

#### Part 4: Contact Information

<b>Name of Department or Partnership</b>	Health and Social Care Partnership
--	------------------------------------

<b>Type of Document</b>	
Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input type="checkbox"/>
Change Papers/Local Procedure	<input checked="" type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input type="checkbox"/>

<b>Manager Responsible</b>	<b>Author Responsible</b>
<b>Name:</b> Diane McCulloch	<b>Name:</b> Alexis Chappell
<b>Designation:</b> Head of Community Care	<b>Designation:</b> Service Manager
<b>Base:</b> Social Work Office Claverhouse Jack Martin Way Dundee DD4 7PT	<b>Base:</b> Social Work Office Claverhouse Jack Martin Way Dundee DD4 7PT
<b>Telephone:</b> 01382 434000	<b>Telephone:</b> 01382 434000
<b>Email:</b> <a href="mailto:diane.mcculloch@dundeecity.gov.uk">diane.mcculloch@dundeecity.gov.uk</a>	<b>Email:</b> <a href="mailto:alexis.chappel@dundeecity.gov.uk">alexis.chappel@dundeecity.gov.uk</a>

<b>Signature of author of the policy:</b>	Alexis Chappel	<b>Date:</b> 10/03/16
<b>Signature of Director/Head of Service:</b>	Laura Bannerman	<b>Date:</b> 10/03/2016
<b>Name of Director/Head of Service:</b>	Laura Bannerman	
<b>Date of Next Policy Review:</b>	N/A	