

DUNDEE CITY COUNCIL

Equality Impact Assessment Tool

Part 1 Description / Consultation

Is this a Rapid Equality Impact Assessment (RIAT) ?	<u>YES</u> NO Please circle
Is this a Full Equality Impact Assessment (EQIA)?	YES <u>NO</u> Please circle
Date of assessment 3/10/12	Title of document being assessed: Housing Department Service Plan.
Committee report number 417 - 2012	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <input type="checkbox"/>	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <input checked="" type="checkbox"/>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	The Service Plan sets out the main objectives for the Housing Service over 2012 - 2017 and makes particular reference to how the department will contribute to delivering the Council Plan and Single Outcome Agreement.
3) What is the intended outcome of this policy, procedure, strategy or practice?	The initiatives taken by the department align with the outcomes in the Single Outcome Agreement.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Council Plan 2012-2017 and the Dundee Partnership Single Outcome Agreement
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	No, however the priorities in the Council Plan are heavily informed by community engagement and are recorded in local community planning processes. Additionally many of the projects strategies and plans which underpin the Service Plan (e.g. the Local housing Strategy) will have been subject to consultation with protected characteristic communities.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	The management team of the department and the Council's Equality and Diversity co-ordinator were consulted on the contents of this assessment.
7) Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?	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
Ethnic Minority Communities including Gypsies and Travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People with a disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Socio-economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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:</p> <p>The provision of good quality housing, associated support and advice targeted at disadvantaged groups will assist in delivery of the Council's Fairness strategy, particularly in regard to anti poverty measures proposed under outcome 8b in the Service Plan.</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</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</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</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</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>The plan is subject to an annual report and all the indicators and actions are included in a database for managers to provide ongoing assessment of progress.</p> <p>In line with best practice within housing, we will continue to monitor access to the housing waiting list and lets to minority ethnic groups (this measure is benchmarked through the Scottish Housing Best Value Network). An additional action is included to improve equality monitoring of service use within the department to meet the</p>

	requirements of the Scottish Social Housing Charter (performance against the Scottish Social Housing Charter will be published in 2014) and the duties in the equality act 2010.
--	--

Part 4 Contact information

Name of Department or Partnership: Housing Department.

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

Manager Responsible	Author Responsible
Name: Gordon Birrell	Name: John Wolstencroft
Designation: Housing strategy Manager	Designation Quality & Performance Manager
Base Floor 1 Dundee House	Base East District Housing Office
Telephone 01382 434015	Telephone 01382 307369
Email gordon.birrell@dundeecity.gov.uk	Email john.wolstencroft@dundeecity.gov.uk

Signature of author of the policy:

Date

Signature of Director / Head of Service area:

Date

Name of Director / Head of Service:

Elaine Zwirlein

Date of next policy review:

August 2017