

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 21/11/2012	Title of document being assessed:- The Environment Department Service Plan 2012 to 2017
Committee report number 476-2012	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <input checked="" type="checkbox"/>	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.	The service plan describes the main service delivery priorities and performance framework for the next four years. It will be periodically reviewed
3) What is the intended outcome of this policy, procedure, strategy or practice?	The intended outcome is to ensure that the Environment Department Services will contribute to the Single Outcome Agreement and the Council Plan with improved outcomes for Dundee's citizens.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	The 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 service plan is based on the Council Plan which is informed by community engagement. Service provision is based on citizen's demands and statutory obligations.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	The plan has been drafted by representatives from each division and approved by the departmental Management Board. The department's Extended Management Team has also contributed to the plan.
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. However the service plan contains commitments to improving consultation with protected characteristics communities.

(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?)

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"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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>Yes.</p> <ul style="list-style-type: none"> • Accessibility of open spaces and parks • Health protection strategies to protect the vulnerable and to prevent injury and illness in the community • Protecting vulnerable people in the trading environment • Develop departmental strategy to identify needs of service users in all equality strands. • Improve staff awareness of equalities issues.
<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>No negative impacts</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>Not Applicable</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>Not Applicable</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.	If yes please give further details A full equality impact assessment has not been recommended
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.	Please give details The plan is subject to an annual report and all the indicators and actions are included in a database for managers to provide on-going assessment of progress..

Part 4 Contact information

Name of Department or Partnership: Environment 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

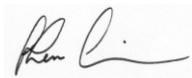
Manager Responsible	Author Responsible
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Signature of author of the policy:



Date 21/11/2012

Signature of Director / Head of Service area:



Date 21/11/2012

Name of Director / Head of Service

Ken Laing

Date of next policy review:

November 2017 or next
annual plan review