

DUNDEE CITY COUNCIL

Equality Impact Assessment Tool

Part 1 Description / Consultation

Is this a <b>Rapid</b> Equality Impact Assessment (RIAT) ?	<b>YES</b> NO    Please circle
Is this a <b>Full</b> Equality Impact Assessment (EQIA)?	YES <b>NO</b> Please circle
Date of assessment <b>24/01/13</b>	Title of document being assessed: Efficiency Savings for Social Care Externally Purchased Services
Committee report number 71-2013	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <b>Yes</b>	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.	Dundee City Council contracts with a wide number of external organisations to deliver social care services on behalf of the Council. The proposal outlined in the report is to apply a 5% efficiency target to those organisations whose funding for contractual arrangements is greater than £100,000 per annum.
3) What is the intended outcome of this policy, procedure, strategy or practice?	To achieve efficiency savings while safeguarding the quality of front-line service provision as it is expected that organisations will achieve cost reductions through management and overhead costs and not direct service provision.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	None
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	None
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Joyce Barclay, Dave Berry

<p>7) Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?</p> <p>(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?)</p>	<p>No. Each organisation concerned has been asked to produce an action plan outlining how the savings will be achieved which will be subject to further discussion with lead officers within the council to ensure there is no reduction in the quality of service provided.</p>
-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

## 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 type="checkbox"/>	X <input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
People with a disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
Socio-economic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X <input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<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>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>No negative impacts have been identified however officers will discuss any potential equality impact with the organisations concerned once action plans have been completed and returned. Any unacceptable impact on each client group will be identified and action taken to mitigate these.</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>As above - any unacceptable negative impacts identified in action plans will be subject to further discussion with providers and changes made to ensure these impacts are mitigated.</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>Yes - given the projected restrictions in overall public sector funding over the medium term, not continuing with this policy could potentially lead to further inequities in the future for new service users requiring access to services.</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>No</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>All social care contracts are subject to an intensive contract monitoring process with regular meetings held with service providers and submission of service and financial information. Any issues around inequalities will be identified through this process.</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**

<b>Manager Responsible</b>	<b>Author Responsible</b>
Name      Alan Baird	Name      Dave Berry
Designation Director of Social Work	Designation Manager Finance ,Contracts & Welfare Rights
Base          Dundee House	Base          Dundee House
Telephone    3205	Telephone    3608
Email          alan.baird@dundeecity.gov.uk	Email          dave.berry@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: