

EQUALITY IMPACT ASSESSMENT TOOL

Part 1: Description/Consultation

Is this a Rapid Equality Impact Assessment (RIAT)? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Is this a Full Equality Impact Assessment (EQIA)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Date of Assessment: 28/01/2016	Committee Report Number: 48-2016
Title of document being assessed:	REVIEW OF THE GARDEN MAINTENANCE SERVICE
1. This is an new policy, procedure, strategy or practice being assessed (If yes please check box) <input type="checkbox"/>	This is an existing policy, procedure, strategy or practice being assessed? (If yes please check box) <input checked="" type="checkbox"/>
2. Please give a brief description of the policy, procedure, strategy or practice being assessed.	The Committee report proposes a change to current Garden Maintenance provided to qualifying residents free of charge. The service to Council and Housing Association tenants will be met by the landlord. Others will pay directly.
3. What is the intended outcome of this policy, procedure, strategy or practice?	To continue to deliver an effective service for residents and to mitigate the impact on the existing impact users.
4. Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	
5. Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	Comparison with other local authorities in terms of whether they provide this non statutory service, and if this is provided free of charge.
6. Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc.)	Equality and Diversity Co-ordinator. Gary Robertson, Head of Environment Rod Houston, Operations Manager
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?)	The intention is to continue to consult with disability and affected groups in order to assess impact.

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 type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Socio-economic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>

Part 3: Impacts/Monitoring

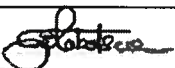

<p>1. Have any positive impacts been identified?</p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>We expect Housing Associations to support the continuation of the service for their tenants.</p>
<p>2. Have any negative impacts been identified?</p> <p>(Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>By working in partnership with Dundee Social Enterprise Network, it is hoped that the charges for those still seeking to have their garden maintained, will be as low a cost as possible.</p>
<p>3. What action is proposed to overcome any negative impacts?</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>By working in partnership with Dundee Social Enterprise Network, it is hoped that the charges for those still seeking to have their garden maintained, will be as low a cost as possible.</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?</p> <p>(If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	<p>The policy will ensure equality and fairness across all tenures.</p>
<p>5. Has a 'Full' Equality Impact Assessment been recommended?</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>N/A</p>
<p>6. How will the policy be monitored?</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 scheme will continue to be monitored and the Council will continue to work in partnership with both Dundee Social Enterprise Network and the community.</p>

Part 4: Contact Information

Name of Department or Partnership	Neighbourhood Services, Dundee City Council
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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"/>

Manager Responsible	Author Responsible
Name: Elaine Zwirlein	Name: Gary Robertson
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Signature of author of the policy:		Date: 10 February 2016
Signature of Executive Director/Head of Service:		Date: 10 February 2016
Name of Executive Director/Head of Service:	Elaine Zwirlein	
Date of Next Policy Review:		