

DUNDEE CITY COUNCIL

Equality and Diversity Rapid Impact Assessment Tool

Part 1

Date of assessment 7/01/2010	Title of document being assessed- Report for Social Work and Health Committee Regarding Home Care Enablement
This is a new policy, procedure, strategy or practice being assessed YES X	This is an existing policy, procedure, strategy or practice being assessed? NO
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	Extend the enablement approach to the delivery of home care services to improve the level of independence for service users
3) What is the intended outcome of this policy, procedure, strategy or practice?	Enablement type service to be offered through Home Care provision to optimise independence of adult service users with disability, health problems and frailty due to older age.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Committee Report No 529-2009 and Committee report 355-2010
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment?	Current Enablement Service Provision has been evaluated and views of service users and carers taken into account.
6) Please give details of council officer involvement in this assessment.	Denise Morton Service Manager Older Peoples Services
7) Is there a need to collect further evidence on the impact of the proposed policy?	No.

Part 2

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
People with a disability	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Socio-economic	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Other (please state) (Family) Carers	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 3

<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>It is anticipated that Enablement Service will help adult service users who have a disability or are debilitated due to age related conditions. These Service Users will be supported and encouraged to maintain/ regain their independent living skills and to gain new skills. The informal/family carers of the people using the service may benefit if the person they care for becomes more independent.</p> <p>There is an additional possible positive impact for those who are at socio-economic disadvantage as they may be assisted to (re)gain budgeting skills and could have fewer expenses than someone who is more dependent.</p>
<p>2) Have any negative impacts been identified? (Based on direct knowledge, published research, community involvement, customer feedback etc)</p>	<p>If yes please give further details</p> <p>None</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 needed</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>
<p>5) Has a 'Full' Equality Impact Assessment been recommended?</p>	<p>If yes please give further details</p> <p>No</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>Through service user survey, staff surveys and Service User and staff feedback</p> <p>By collating statistical data about service use and outcomes.</p>

Part 4Name of Department or Partnership: **Social Work Department****Type of Document**

Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	x
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

Signature of Director / Head of Service area:

Date

Name of Director / Head of Service:

Alan Baird Director of Social Work

Date of next policy review:

Annual