

DUNDEE CITY COUNCIL

Equality and Diversity Rapid Impact Assessment Tool

Part 1

Date of assessment 31/1/11	Title of document being assessed: Report on the outcome of joint follow-through inspection
1) This is a new policy, procedure, strategy or practice being assessed No	This is an existing policy, procedure, strategy or practice being assessed? YES
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	This report which sets out the findings included in the report of an inspection carried out by HMle into the progress made to improve the quality of child protection services in Dundee.
3) What is the intended outcome of this policy, procedure, strategy or practice?	To confirm the appropriateness of the approach to continuous improvement previously set and to note the achievements thus far achieved in improving services
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.	Consultation on the child protection improvement plan takes place across partner agencies in the Children and Young Persons Protection Committee and with front-line staff. The Chief Executive consults with his fellow Chief Officers on the arrangements for governance of services to protect vulnerable people
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Donald MacKenzie, Lead Officer Child Protection
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 policy will continue to be monitored for effectiveness.

Part 2

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	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	x	<input type="checkbox"/>	<input type="checkbox"/>	<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	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Socio-economic	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<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 Yes. An improvement in child protection services along with more robust systems for governing, monitoring and accounting for these services will provide reassurance for citizens of Dundee.</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 n/a</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 n/a</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 n/a</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 Champion.</p>	<p>If yes please give further details N/a</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>Please give details By a robust system of self-evaluation, in addition to external inspection which will provide evidence of effectiveness</p>

Part 4

Name of Department or Partnership: Children and Young Persons Protection Committee

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
Name David Dorward	Name Donald MacKenzie
Designation Chief Executive	Designation Lead Officer, Child Protection
Base City Square	Base Floor 1, Podium Block, Tayside House
Telephone (43)4201	Telephone (43)3373
Email david.dorward@dundeecity.gov.uk	Email donald.mackenzie@dundeecity.gov.uk

Signature of author of the policy:	Donald Mackenzie	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:	February 2013	