

DUNDEE CITY COUNCIL

Equality and Diversity Rapid Impact Assessment Tool

Part 1

Date of assessment 17/01/11	Title of document being assessed Report of Care Commission Inspection of Kemback Street Adult Resource Centre on 25/10/10.
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) Yes	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) No
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	Report to Scrutiny Committee on findings of the announced inspection carried out by the Care Commission for Kemback Street Adult Resource Centre.
3) What is the intended outcome of this policy, procedure, strategy or practice?	Relevant Committee should note the content of the report.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Other Care Commission Inspection Reports and information.
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	The Care Commission inspection lay assessor consulted with service users and questionnaires were completed by carers and service users. Service users have opportunities for involvement and feedback through regular self-advocacy service user group meetings. Carers' meetings are held as well as opportunities given to individual service users and carers to meet with staff, both informally and formally.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Sandra Murray, Learning Disability Service: Resource 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?	No, however current self evaluation and involvement processes will continue to inform the service.

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	<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 Adults with a Learning Disability	x Wheelchair users	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Socio-economic	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Other (please state) 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>Adults who attend the service benefit from good quality care and during the time that they attend, their carers experience some respite. It is possible to address socio-economic disadvantage for the adults who attend the service by supporting them to choose a healthy diet , manage finances etc.</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</p> <p>Adults who depend on wheelchairs to get around are potentially disadvantaged when using the service because not all areas are easily wheelchair accessible.</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>Refurbishment is under consideration to improve wheelchair access within and around the building.</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>Yes. The service will continue to provide positive care for all service users including wheelchair users and personalised service will ensure that wheelchair users' needs are met in appropriate ways within the centre.</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</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>The service is monitored in an ongoing way through a robust self evaluation process.</p> <p>Due to changes in the inspection system at the Care Commission the date of the next external scrutiny is not known, but this will take place regularly.</p> <p>Potential physical improvements for wheelchair accessibility will be determined by a range of considerations.</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	<input type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other- Care commission Inspection Report	X

Contact Information

Manager Responsible		Author Responsible	
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Signature of author of the policy: Sandra Murray

Signature of Director / Head of Service area: Arlene Mitchell, Service Manager

Name of Director / Head of Service: Alan Baird Director of Social work

Date of next policy review: At next inspection - date unknown at present