

# DUNDEE CITY COUNCIL

## Equality and Diversity Rapid Impact Assessment

### Part 1

Date <b>28 February 2011</b>	Title <b>Committee Report: Initial Review of Family Support Service - Family Support Development Worker Posts and Proposals for New Intensive Family Support Team</b>
Is this a new document? <b>Yes</b>	Is this an existing document under review? <b>No</b>
Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	<b>1 Options Appraisal in respect of above 2 Financial/Service User Outcome Impact Assessment in respect of above</b>
What is the description of the policy, procedure or strategy?	<b>Service re-modelling and the generation of financial savings for re-investment in an identified area of unmet need.</b>
What is the intended outcome of this policy, procedure or strategy?	<b>The re-targeting of Family Support Service resources and creation of a new Intensive Family Support Team for children in greatest need and at greatest risk.</b>
Which individuals are responsible for undertaking Equality and Diversity Impact Assessment?	<b>Heather Gunn Service Manager Social Work Department</b>

### Part 2

**Which groups of the population will be positively or negatively affected by this policy, procedure or strategy?**

	<b>Positively</b>	<b>Negatively</b>	<b>No Impact</b>	<b>Not Known</b>
Ethnic Minority Communities including Gypsies and Travellers	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender including transgender people	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"/>
Other (please state) <b>Children in need and their families living in targeted communities</b> <b>Children in greatest need/at greatest risk</b>	<input type="checkbox"/>  <b>X</b>	  <b>X</b>	<input type="checkbox"/>	<input type="checkbox"/>

## Part 3

### Equality and Diversity Rapid Impact Assessment

<p>a) Have any positive impacts been identified?</p> <p><i>We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another.</i></p>	<p>If yes please give further details</p> <p>Allocation of Family Support Service resources in line with current Social Work Department priorities.</p> <p>Development of a new service in an area of unmet need.</p> <p>Range of positive outcomes identified for children who are accommodated/at risk of becoming accommodated and their families.</p>
<p>b) Have any negative impacts been identified?</p> <p><i>Based on direct knowledge, published research, community involvement, customer feedback etc</i></p> <p><i>If unsure seek advice.</i></p>	<p>If yes please give further details</p> <p>Children and families with lower levels of need may have reduced access to preventative, community based family support services. The immediate impact of re-focussing resources is mainly limited to two communities in Dundee. In one of these areas there has been a recent addition of new resources will help offset the impact of the proposed withdrawal of FSDW input.</p> <p>Staff currently in posts that are to be deleted would have to be redeployed to appropriate alternative posts, and vacancies identified to accommodate them.</p>
<p>c) What action is proposed to overcome any negative impacts?</p> <p><i>If you identify a negative impact that cannot be eliminated by amending or replacing the policy it would then be necessary to seek legal advice.</i></p>	<p>Please give details</p> <p>Discussions have taken place with One Parent Families Scotland, to identify alternative sources of service provision. It has been agreed that where and when possible within the city-wide remit of the project the project worker capacity recently added to the 101 Project (also commissioned from, and managed by One Parent Families Scotland) will be prioritised for use in those communities most affected by the re-focussing of FSDW resources.</p> <p>Discussions have taken place with Personnel Services regarding the staffing implications for the individual staff involved. It is anticipated that all staff whose posts are to be deleted can be redeployed within the Family Support Service. Action plan to be put together to ensure that staffing changes are managed carefully and sensitively to minimise the level of negative impact on individuals and staff across the service.</p>
<p>d) Consultation or involvement which has informed this assessment.</p>	<p>Please give details</p> <p>Consultation has taken place with One Parent Families Scotland, CFSP, Family Support Team staff, and with Health. Potential to be explored of Early Years Workers in Health being aligned with FSTs to target lower levels of need in local communities.</p>
<p>e) Is there a need to collect further evidence?</p>	<p>If yes please give further details including how you gather further evidence.</p> <p>No</p>

f) How will the policy be monitored?	Please give details Service Manager to be identified as Lead Officer to implement changes, monitor impact and take action as appropriate to respond to and minimise identified risk.
--------------------------------------	---

## Part 4

### Department

Social Work
One Parent Families Scotland and Community Family Support Project (Voluntary Sector)
Health

### 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

Manager Responsible		Author Responsible	
Name	<b>Jane Martin</b>	Name	<b>Heather Gunn</b>
Designation	<b>Manager Children's Services</b>	Designation	<b>Service Manager</b>
Base	<b>Claverhouse Office</b>	Base	<b>Claverhouse Office</b>
Telephone	<b>01382 436001</b>	Telephone	<b>01382 4346003</b>
Email	<b>jane.martin@dundecity.gov.uk</b>	Email	<b>heather.gunn@dundecity.gov.uk</b>

Signature of author of the policy, procedure or strategy:

Head of Department and Service area:

Date of next review: