

## DUNDEE CITY COUNCIL

### Equality and Diversity Rapid Impact Assessment Tool

#### Part 1

Date of assessment <b>27th June 2011</b>	Title of document being assessed: Report for Social Work and Health Committee regarding Elmgrove House Replacement
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <b>YES</b>	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <b>NO</b>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	This is related to the improvement of the service provision to service users who currently live in Elmgrove House, a registered Care Home for adults with a learning disability and challenging behaviour by building a very sheltered housing core and cluster type development in conjunction with Hillcrest Housing Association.
3) What is the intended outcome of this policy, procedure, strategy or practice?	It is envisaged that this will increase service users' independence, quality of life and opportunities for choice and privacy.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Partnership in Practice: Dundee City Council Learning Disabilities Strategic Plan Care Commission (now SCSWIS) documents and inspection reports relating to the minimum standards for living conditions of people living in care homes. A Home of My Own: Mental Welfare Commission (2010). Home at Last: Scottish Executive (2004) The Same as You? A Review of Services for People with Learning Disabilities. Scottish Executive (2001)
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	Yes. The assessment has been informed by the involvement and discussion with the relatives and advocates of service users who will be directly affected. Newsletters have kept the carers involved and given opportunities for comment as well as individual involvement in meetings with the manager on how service user will be affected. SCSWIS officers have had an overview of the building plans and the process of choosing the site. People living in the direct locality have had opportunities through the planning process to comment on the development.

6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Jenny Hill, Learning Disability Service, Resource Manager. Post now covered by Sandra Murray who has assumed responsibility for this work under Arlene Mitchell, Service 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?)	No further evidence needs to be collected. However as the project develops there will be continued involvement and assessment that will inform the progress of the project.

## **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.

	<b>Positively</b>	<b>Negatively</b>	<b>No Impact</b>	<b>Not Known</b>
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>
People with a disability	<b>X</b> Adults with a learning disability, who have mobility problems and/or are wheelchair users	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>
Socio-economic	<b>X</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<b>X</b>	<input type="checkbox"/>
Other (please state) Carers	<b>X</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part 3

<p>1) <b>Have any positive impacts been identified?</b> (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>Improvement in the quality of the physical environment for service users, increasing Personalisation, independent living aspects and opportunities for more normal interactions with carers (relatives and advocates.) Increase in privacy and dignity and the giving of respect to service users.</p> <p>The provision of level access gives more opportunities for independence.</p>
<p>2) <b>Have any negative impacts been identified?</b> (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>No</p>
<p>3) <b>What action is proposed to overcome any negative impacts?</b> 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>N/A</p>
<p>4) <b>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?</b> (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>N/A</p>
<p>5) <b>Has a 'Full' Equality Impact Assessment been recommended?</b> (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) <b>How will the policy be monitored?</b> (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</p> <p>During the development works this will be continuously monitored by direct discussion through regular meetings with the contracted developers to ensure that the requirements that were laid out in the specification document are being met. Following the development the service will continue monitoring in an ongoing way through a</p>

	robust self evaluation process. Consultations will continue to be in place with Service Users, carers and stakeholders. Inspections by SCSWIS will continue and the reports being available for the public.
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**Part 4**

**Name of Department or Partnership: Social Work Department**

**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"/>

**Contact Information**

<b>Manager Responsible</b>		<b>Author Responsible</b>	
<b>Name</b>	Allan Donnelly	<b>Name</b>	Sandra Murray
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Signature of author of the policy:	Sandra Murray	Date	04/07/2011
Signature of Director / Head of Service area:	Arlene Mitchell Date 04/07/2011		
Name of Director / Head of Service:	Alan Baird, Director of Social Work		
Date of next policy review:	N/A		