

Equality and Diversity Rapid Impact Assessment Tool

Part 1

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| Date of assessment 6/9/11 | Title of document being assessed Children's Rights Service Annual Report |
| 1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <input type="checkbox"/> | This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <input checked="" type="checkbox"/> |
| 2) Please give a brief description of the policy, procedure, strategy or practice being assessed. | Annual Report |
| 3) What is the intended outcome of this policy, procedure, strategy or practice? | Inform elected members of the work of the Children's Rights Officer |
| 4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment. | United Nations Convention on the Rights of the Child; National Standards |
| 5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details. | Yes Evaluation of service completed involving young people and professional users of the service |
| 6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc) | N/A |
| 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 |

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 checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Gender | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Gender Reassignment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Religion or Belief | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| People with a disability | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Age | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Lesbian, Gay and Bisexual | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Socio-economic | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Pregnancy & Maternity | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Other Please state..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Part 3

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| <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>Yes In accordance with Article 2 of the United Nations Convention on the Rights of the Child (UNCRC), this report will further promote the status of children and young people of all abilities looked after by the Council, to give them parity with other service users and safeguard them from discrimination.</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>No</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>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>Yes The Children's Rights Service exists to safeguard and promote the rights of all children and young people of all abilities, 'looked after' by the council.</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>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>By Annual Report</p> |

Part 4

Name of Department or Partnership: Strategy Performance and Support Service

Type of Document

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|-------------------------------|-------------------------------------|
| 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 | <input checked="" 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: | |
| Date of next policy review: | |