

Equality and Diversity Rapid Impact Assessment Tool

Part 1

Date of assessment 23/8/11	Title of document being assessed Lochee Ward (Lochee, Charleston & Menzieshill) 0 - 5 years Pathfinder
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <input checked="" type="checkbox"/>	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <input type="checkbox"/>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	The pathfinder project will test the implementation of the GIRFEC principles for children aged 0-5 years and their families in the Lochee ward area.
3) What is the intended outcome of this policy, procedure, strategy or practice?	To ultimately improve the outcomes for children and families in the Lochee ward area through improved co-ordination of resources and services of partner organisations.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Getting It Right For Every Child (GIRFEC) - Scottish Government 2008 The Early Years Framework - Scottish Government 2008
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	No. The intention is to work with the Lochee Ward Communities Officer to identify appropriate community engagement strategies to involve communities in this development.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Bert Sandeman, Manager, ICS, DCC Karen Gunn, MCMC Manager, DCC Andrea Calder, Corporate Improvement Manager, DCC David Lynch, General Manager, Dundee CHP Joan Wilson, NHS Tayside Morag Dorward, Tayside Child Health AHP Lead Charlotte MacCrimmon, Early Years Manager, DCC Heather Gunn, Service Manager, Social Work, DCC Neil Gunn, Head of CLD, DCC

	Angie Hastie, Communities Officer, DCC Christine Lowden, DVA Mark Duncan, Tayside Police David Simpson, Housing Department, DCC Audrey White, Sports Development Officer, DCC First meeting of Project Board held 18.08.11.
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?)	Yes. A strategy for engaging the communities will be developed which will include protected characteristic communities where appropriate.

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"/>	<input type="checkbox"/>	X
Gender	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	X	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	X
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>The primary focus will be on improving the outcomes for children aged 0 - 5 years and their parents/carers. This will include all protected groups but particularly those in the lower socio-economic groups. It is anticipated that parents/carers and children from all groups who are within the Lochee area will be supported to improve outcomes including men and women who are parents/carers those who have disabilities, and/or diverse religious beliefs, or are from Minority Ethnic Communities. Parents and carers will be supported whatever their sexual orientation.</p>
<p>2) Have any negative impacts been identified?</p>	<p>None.</p> <p>The aim of the Pathfinder Project is to "test" the model of working and the monitoring process will seek to address any potential negative impacts and optimise positive impacts.</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>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>No. If there is a need identified for further exploration of the potential for positive impacts on categories that are "not known" the community engagement strategy may be able to support this.</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>A Project Board has been established which includes all relevant partner organisations. This board will develop the pathfinder project's key tasks and monitor progress.</p> <p>An external evaluator will be engaged to evaluate the impact of the pathfinder and consider the lessons for further implementation in the City.</p>

Part 4

Name of Department or Partnership: **Integrated Childrens Services Strategic Planning Group**

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	
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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:	Alan Baird
Date of next policy review:	