

## DUNDEE CITY COUNCIL

### Equality and Diversity Rapid Impact Assessment Tool

#### Part 1

Date of assessment <b>05/10/2011</b>	Title of document being assessed Report of Social Care Social Work Improvement Services Inspection on Dundee Community Living, dated 23 August 2011
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 Health and Social Work Committee on findings of the announced inspection carried out by Social Care Social Work Improvement Services Inspection on Dundee Community Living during June 2011
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.	Previous 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.	Questionnaires were completed by carers, service users and staff. Service users have opportunities for involvement and feedback through regular service user tenant meetings.
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	<input type="checkbox"/>	<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	<input type="checkbox"/>	<input type="checkbox"/>	x	<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) <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>Adults who are supported by the service benefit from good quality care and support.</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>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>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>Yes. The service will continue to provide positive care for all service users.</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>The service is monitored in an ongoing way through a robust self evaluation process.</p> <p>External scrutiny will take place on a regular basis by Social Care and Social Work Improvement Scotland.</p>

**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 type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other- Social Care and Social Work Improvement Scotland Inspection Report	X

**Contact Information**

<b>Manager Responsible</b>	<b>Author Responsible</b>
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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