

DUNDEE CITY COUNCIL

Equality and Diversity Rapid Impact Assessment Tool

Part 1

Date of assessment 19 December 2011	Title of document being assessed Future Supports for Adults with a Learning Disability in Dundee
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.	A revised approach to the organisation and delivery of learning disability services in Dundee.
3) What is the intended outcome of this policy, procedure, strategy or practice?	Proposed changes to models of support services for adults with a learning disability that will ensure increased personalisation, flexibility and equity of access to and delivery of supports.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	National and local policy drivers have been considered as well as the Dundee Partnership-in-Practice Review 2011 Consultation Report.
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	Yes, Service users, carers and service user representatives were consulted with to determine experiences and future priorities. These are consistent with the proposals outlined in the report.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Arlene Mitchell Arlene Hirons Joyce Barclay
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 type="checkbox"/>	<input type="checkbox"/>	√	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	√	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	√	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	√	<input type="checkbox"/>
People with a disability	√	√	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	√	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	√	<input type="checkbox"/>
Socio-economic	<input type="checkbox"/>	<input type="checkbox"/>	√	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	√	<input type="checkbox"/>
Other (please state) Informal/ family carers of people with a disability	√	<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>If yes please give further details</p> <p>The changes proposed will lead to greater equity overall of access to and receipt of supports. The changes will lead to more personalised outcomes for service users by means of a range of flexible services.</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>If yes please give further details</p> <p>There are no impacts that affect specific equality groups more than others however some individuals may be assessed as not requiring their current level of service provision in keeping with eligibility criteria. Where this occurs full consultation with each individual and their carers will be undertaken prior to any changes being made to care package.</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>Please give further details</p> <p>Where service provision alters service users and carers will be fully involved in change processes to ensure a smooth transition to more personalised supports.</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>If yes please give further details</p> <p>Yes</p> <p>This will be monitored to identify any impacts on specific equality groups and appropriate action planned.</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>If yes please give further details</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>Please give details</p> <p>Ongoing monitoring of demand and resource prioritisation/allocation and consultation with Dundee citizens who have a learning disability and their carers.</p>

