

DUNDEE CITY COUNCIL

**Equality Impact Assessment Tool**

**Part 1 Description / Consultation**

Is this a <b>Rapid</b> Equality Impact Assessment (RIAT) ?	YES
Is this a <b>Full</b> Equality Impact Assessment (EQIA)?	NO
Date of assessment <b>9/4/12</b>	Title of document being assessed SOCIAL CARE (SELF-DIRECTED SUPPORT) (SCOTLAND) BILL - CALL FOR WRITTEN VIEWS AND IMPLEMENTATION ARRANGEMENTS FOR PERSONALISED SERVICES
Committee report number	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) No	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) X Yes
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	This report provides elected members with an update on the Social Work Department's progress towards the Personalisation Strategy and provides information about the Social Work Department's response to the Scottish Government's request for written views on the Self Directed Support (SDS) Bill launched in March 2012
3) What is the intended outcome of this policy, procedure, strategy or practice?	The intended outcome is that the Social Work Department will continue to develop a personalisation strategy which delivers individualised services and supports. In addition to this the Social Work Department have taken the opportunity to provide local views to help shape Self Directed Support Legislation.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Scottish SDS Bill. 23 May 2011 Social Work and Health Committee Report 252 - 2011
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	A meeting was arranged for the Personalisation Reference Group to gain their views and opinions on the request for written views. These views have been taken into account in the Social work Department Response. The Reference Group is composed of adults with Disabilities and carers.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Joyce Barclay Senior Officer Social Work. Avril Smith-Hope Service Manager Social Work
7) Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?	Not at present although consultation and involvement is/will be an ongoing part of the development of the Personalisation Strategy.

## **Part 2 Protected Characteristics**

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	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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) Informal Carers	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Part 3 Impacts / Monitoring**

<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>It is anticipated that increased personalisation will result in positive outcomes for service users and for carers. It is anticipated that people who need services and supports will be able to have provision that is best suited to their individual needs. If/when the SDS bill is enacted people will be given greater choice and control in how their support will be provided. SDS puts the person at the centre as a participant in shaping the supports and/or services they receive; and allows them to work with professionals, advocates (if appropriate) and their carers.</p>
<p>2) <b>Have any negative impacts been identified?</b></p>	<p>If yes please give further details</p> <p>None</p>
<p>3) <b>What action is proposed to overcome any negative impacts?</b></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></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 lead.</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>The Social Work Department will monitor for individuals who use services and their carers the effects of any changes with respect to personalisation. This will be carried out on a case to case basis by assessing whether relevant outcomes have been achieved.</p> <p>The Social Work Department has a robust process of self evaluation which is subject to external scrutiny by the Care Inspectorate. This process would be expected to monitor impacts (positive and negative) to people from "protected Characteristics"</p>

**Part 4 Contact information**

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

**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**

<b>Manager Responsible</b>		<b>Author Responsible</b>	
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Signature of author of the policy:

A.SMITH-HOPE

Date

Signature of Director / Head of Service area:

Date

Name of Director / Head of Service:

Date of next policy review: