



## EQUALITY IMPACT ASSESSMENT TOOL

### Part 1: Description/Consultation

<b>Is this a Rapid Equality Impact Assessment (RIAT)?</b>		Yes
<b>Is this a Full Equality Impact Assessment (EQIA)?</b>		No
<b>Date of Assessment:</b> 5 February 2016		<b>Committee Report Number:</b> 66-2016
<b>Title of document being assessed:</b> Third Party Payments and the Development of a Joint Commissioning Strategy		
<b>1. This is a new policy, procedure, strategy or practice being assessed</b> No	<b>This is an existing policy, procedure, strategy or practice being assessed?</b> Yes	
<b>2. Please give a brief description of the policy, procedure, strategy or practice being assessed.</b>	A reduction in the Third Sector funding allocation and the development of a joint Commissioning Strategy to inform future funding allocation.	
<b>3. What is the intended outcome of this policy, procedure, strategy or practice?</b>	<p>The annual allocation of £3.5 million pounds to Third Sector groups will be reduced by 120k.</p> <p>A Commissioning Strategy will be developed in partnership with the Third Sector to ensure that future allocations are closely aligned to stated improvement priorities.</p>	
<b>4. Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.</b>	None.	
<b>5. Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.</b>	There has been discussion with Third Sector representatives to outline and explain the current funding position and the agreed need to establish a Joint Commissioning Strategy.	
<b>6. Please give details of council officer involvement in this assessment.</b>  (e.g. names of officers consulted, dates of meetings etc.)	Marjory Stewart, Lina Waghorn, Paul Clancy and Jane Martin.  Discussions have taken place at a variety of meetings.	
<b>7. Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?</b> (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?)	<p>No. To minimise the impact of the reduction on front line services we will work closely with Third Sector partners and continue the ongoing work to reduce overhead costs by making council services and contracts available to individual groups. This will include opportunities to access and share council office facilities and reduce operational costs.</p> <p>The development of the Commissioning Strategy will involve the active and ongoing participation of Third Sector representatives.</p>	

## 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.

	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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x
Age	<input type="checkbox"/>	x	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Socio-economic	<input type="checkbox"/>	x	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x

### Part 3: Impacts/Monitoring



<p><b>1. Have any positive impacts been identified?</b></p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>Given the range of delivery models and approaches used by the various Third Sector groups it is not possible to identify specific impacts.</p>
<p><b>2. Have any negative impacts been identified?</b></p> <p>(Based on direct knowledge, published research, community involvement, customer feedback etc. If unsure seek advice from your departmental Equality Champion.)</p>	<p>The impact on the reduction in funding across the 15 Third Sector groups will be managed by each individual group. Nine groups will receive a reduced allocation of 4k or less, four groups will receive a reduced allocation of 10k or less and the remaining two groups will receive reductions of 22k and 36k respectively. Given the nature of the various activities it is not possible to identify specific impacts of a negative nature.</p>
<p><b>3. What action is proposed to overcome any negative impacts?</b></p> <p>(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>We will work closely with Third Sector partners and continue the ongoing work to reduce overhead costs by making council services and contracts available to individual groups.</p> <p>We will include opportunities to access and share council office facilities and reduce operational costs.</p> <p>There are ongoing discussions and reports from the Third Sector on the impact of activities.</p>
<p><b>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?</b></p> <p>(If the policy that shows actual or potential unlawful discrimination you must stop and seek legal advice)</p>	<p>Yes. This is a universal saving but individual Third Sector groups will be free to make their own decisions about the ways in which they will manage the reduction.</p>
<p><b>5. Has a 'Full' Equality Impact Assessment been recommended?</b></p> <p>(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>No</p>
<p><b>6. How will the policy be monitored?</b></p> <p>(How will you know it is doing what it is intended to do? e.g. data collection, customer survey etc.)</p>	<p>Ongoing discussions and reports from the Third Sector.</p>

## Part 4: Contact Information

<b>Name of Department or Partnership</b>	Children and Families Service
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<b>Type of Document</b>	
Human Resource Policy	No
General Policy	No
Strategy/Service	Yes
Change Papers/Local Procedure	Yes
Guidelines and Protocols	No
Other	No

<b>Manager Responsible</b>	<b>Author Responsible</b>
<b>Name:</b> Michael Wood	<b>Name:</b> Michael Wood
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<b>Signature of author of the policy:</b>		<b>Date:</b> 8/02/16
<b>Signature of Executive Director/Head of Service:</b>		<b>Date:</b> 8/02/16
<b>Name of Executive Director/Head of Service:</b>	Michael Wood	
<b>Date of Next Policy Review:</b>	Commissioning Strategy to be developed and implemented from April 2017.	