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| AssessmentNo | 425 | Owner | lsmith5 | |
| Resource | HSCP | | Service/Establishment | Joint |
| | First Name | Surname | Job title | |
| Head Officer | Laura | Smith | Service Manager | |
| | | | | |
| | (include job titles/organisation) | | | |
| Members | Unpaid Work Manager Unpaid work staff team members Procurement officer Consultancy Services | | | |
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| | <i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i> | | | |
| Policy Title | Upgrade of Unpaid work Workshop | | | |
| | The aim, objective, purpose and intended out come of policy | | | |
| | To refurbish the Unpaid work workshop. This will increase the capacity of the unpaid work team to enable more service users to undertake their unpaid work hours. It will support an increased opportunity for service users to learn new skills and tasks as part of their court orders. | | | |
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| | Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy. | | | |
| | Justice Social Work Procurement Unpaid work staff and service users Consultancy Services | | | |
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| Does the proposals involve the procurement of any goods or services? | | | Yes | |
| If yes please confirm that you have contacted our procurement services to discuss your requirements. | | | Yes | |
| SCREENING | | | | |
| <i>You must indicate if there is any relevance to the four areas</i> | | | | |
| Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F) | | | Yes | |
| Relevance to Human Rights (HR) | | | Yes | |
| Relevance to Health Impacts (H) | | | Yes | |
| Relevance to Social Economic Impacts (SE) | | | Yes | |
| Who will be affected by this policy? | | | | |
| Service Users that are involved with the Criminal Justice process and whom are sentenced by the Courts for purposes of statutory supervision and the completion of unpaid work Those Service users are required by law to be supervised by their responsible authority, namely West Dunbartonshire. | | | | |
| Who will be/has been involved in the consultation process? | | | | |
| Service Users Justice Services Procurement Building Services Equality groups; West Dunbartonshire access panel, west Dunbartonshire equality forum? | | | | |
| Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups. | | | | |
| | Needs | Evidence | Impact | |
| Age | The needs of individuals involved in the Justice system range from 18+ | | The proposed refurbishment will have a positive impact on the provision of services | |

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| | | | to individuals undertaking unpaid work within west Dunbartonshire. This will allow us to open the service up to all without disadvantaging those restricted by marginalisation |
| Cross Cutting | <p>We are required to create an inclusive and safe environment and service for all service users. Justice Services strives to promote a non discriminatory service and supports social cohesion In terms on building in accessibility the Councils Communicating Effectively guidance should be referenced to ensure that that physical aspects support the best practice detail therein.</p> | <p>Evidence shows that already disadvantaged groups have experienced more involvement in the justice system, than other.this can lead to multiple negative outcomes for individuals</p> | <p>The proposed refurbishment will have a positive impact on the provision of services to individuals undertaking unpaid work within west Dunbartonshire.This will allow us to open the service up to all without disadvantaging those restricted by marginalisation</p> |
| Disability | <p>We have a legal duty to make services accessible to disabled people, this duty is anticipatory Key aspects of accessibility include provision for people who are hard of hearing, e.g. high quality loop system and signage. Appropriate physical design to support BSL use and lip reading e.g. lighting counter height considerations, seating, toilets/changing facilities</p> | <p>Justice Services works with a diverse range of individuals within our communities.</p> | <p>The proposed refurbishment will have a positive impact on the provision of services to individuals undertaking unpaid work within west Dunbartonshire. This will allow us to open the service up to all without disadvantaging those restricted by marginalisation</p> |

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| Social & Economic Impact | The needs of our service users are often exacerbated by both financial and digital poverty. Justice Services are looking to future service delivery and how we can promote equality within digital workings with our service users. | High level of digital poverty in WDC. | The proposed refurbishment will have a positive impact on the provision of services to individuals undertaking unpaid work within west Dunbartonshire. This will allow us to open the service up to all without disadvantaging those restricted by marginalisation |
| Sex | | | |
| Gender Reassign | | | |
| Health | We are required to provide access to safe and inclusive environment for services users that supports wellbeing, mental health, learning and development | Current facility is inadequate as highlighted in a recent Care Inspectorate report. | Sufficient environment that improves mental health and wellbeing by providing basic heating and shelter in inclement weather and an improved facility by which services users can develop their skills and abilities to improve employability prospects. |
| Human Rights | Every Service User has the right to expect their safety to be paramount while in a Justice setting. Personal information and contact details will have to be provided for track and trace legislation. Compliance with rules and regulations will be required including the wearing of a face mask as required and/or when social distancing is not possible. | Buildings protocols ensure that there is adherence to current government legislation and guidance | The proposed refurbishment will have a positive impact on the provision of services to individuals undertaking unpaid work within west Dunbartonshire. This will allow us to open the service up to all without disadvantaging those restricted by marginalisation |
| Marriage & Civil | | | |

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| Partnership | | | |
| Pregnancy & Maternity | | | |
| Race | | | |
| Religion and Belief | | | |
| Sexual Orientation | | | |

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Will the impact of the policy be monitored and reported on an ongoing bases?

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

The proposed refurbishment will have a positive impact on the provision of services to individuals undertaking unpaid work within west Dunbartonshire, particularly for some groups e.g. disabled people and those in digital and financial poverty. This will allow us to open the service up to all without disadvantaging those restricted by marginalisation including economically.