

**Equality and Diversity Rapid Impact Assessment Tool**  
**Part 1**

Date of assessment <b>January 2013</b>	Title of document being assessed <b>Accessibility Strategy 2013 - 16</b>
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <input type="checkbox"/>	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <input checked="" type="checkbox"/>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	The Accessibility Strategy is required to show how, over time (the period of the 3 year strategy); access to education and associated services will be increased for young people with a disability.
3) What is the intended outcome of this policy, procedure, strategy or practice?	<ul style="list-style-type: none"> <li>• ensure that disabled pupils are able to access the curriculum</li> <li>• make improvements to the physical environment of the school</li> <li>• improve communication with pupils and parents/carers, in particular, providing information to pupils with disabilities in appropriate alternative formats</li> </ul>
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Equality Act 2010 Accessibility Strategy 2009-12 Additional Support for Learning Act 2004/09 Standards and Quality Report Education Dept. 2011/12 Curriculum for Excellence - Building a Curriculum 1-5 suite of documents Data sets Education Department Service Plan 2012 - 2017 Single Outcome Agreement for Dundee 2012-17 Dundee Council Plan 2012-2017 Hidden in Plain Sight A Right to Speak Reasonable Adjustments for Disabled Pupils EHRC
5) Has any consultation, involvement or research with protected communities informed this assessment? If yes please give details.	A city wide pupil survey was conducted across all sectors.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Elspeth Walker, Education Manager Members of the Equality Group
7) Is there a need to collect further evidence or to involve or consult protected communities?  (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?)	Children and young people with additional support needs and who benefit from individualised planning are supported to participate in the planning for their education. This allows the Department to continually involve young people in decision which affect their education.

## **Part 2**

**Which groups of the population 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**

	<b>Positively</b>	<b>Negatively</b>	<b>No Impact</b>	<b>Not Known</b>
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
People with a disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Socio-economic	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

### Part 3

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)	If yes please give further details A significant number of positive impacts have been identified. Examples of some positive impacts are illustrated as individual stories within the Strategy.
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.)	If yes please give further details
3) What action is proposed to overcome any negative impacts? (Without changing the aims of the policy or practice (For example: talking directly to community groups about the policy or practice, providing information in community languages, appropriate staff training, ensuring venues are accessible etc. Seek advice from your departmental Equality Champion.)	Please give further details
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 seek legal advice)	If yes please give further details
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 communities a Full Equality Impact Assessment may be required) Seek advice from your departmental Equality Champion.	If yes please give further details

## Part 4

### Name of Department or Partnership

### Type of Document

Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	<input checked="" type="checkbox"/>
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input type="checkbox"/>

### Contact Information

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Signature of author of the policy: Elspeth Walker Date 19/3/2013

Signature of Director / Head of Service area: Michael Wood Date 19/3/2013

Name of Director / Head of Service: Michael Wood

Date of next policy review: