

Equality and Diversity Rapid Impact Assessment Tool

Part 1

Date of assessment 13 August 2010	Title of document being assessed Progress on Review of Grove Office and Eastern Primary Accommodation
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.	This report to the Education Committee advises elected members of progress with the proposal to relocate Eastern Primary into the old Grove Academy building, in particular with the proposed consultation strategy.
3) What is the intended outcome of this policy, procedure, strategy or practice?	The Education Committee will note that a formal consultation procedure is underway, which will result eventually in a Consultation Report being brought to Committee. Elected members will also note that dispensation from the relevant Act will be sought for the relocation of Eastern Primary School.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Schools (Consultation) (Scotland) Act 2010 School Premises (General Requirements and Standards) (Scotland) Regulations 1967, as amended
5) Has any consultation, involvement or research with protected communities informed this assessment? If yes please give details.	No. This report makes clear that a consultation process is underway with all stakeholders.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Jim Collins, Director of Education Lina Waghorn, Head of Primary Education Avril Barnett, Primary Education Manager
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?)	See 5) above

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

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Part 3


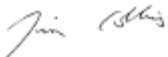
<p>1) Have any positive impacts been identified?</p> <p>(We must ensure at this stage that we are not achieving equality for one strand of equality at the expense of another)</p>	<p>The current consultation process will indicate any positive impacts.</p>
<p>2) Have any negative impacts been identified?</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 current consultation process will indicate any negative impacts.</p>
<p>3) What action is proposed to overcome any negative impacts? (Without changing the aims of the policy or practice)</p> <p>(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.)</p>	<p>It is not possible to respond to this unless and until negative impacts are identified.</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?</p> <p>(If the policy that shows actual or potential unlawful discrimination you must seek legal advice)</p>	<p>See 3) above</p>
<p>5) Has a 'Full' Equality Impact Assessment been recommended?</p> <p>(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.</p>	<p>See 3) above</p>

Part 4**Name of Department or Partnership** Education Department**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

Manager Responsible		Author Responsible	
Name	Jim Collins	Name	Lina Waghorn
Designation	Director of Education	Designation	Head of Primary Education
Base	Floor 8, Tayside House	Base	Floor 8, Tayside House
Telephone	433344	Telephone	433718
Email	jim.collins@dundeecity.gov.uk	Email	lina.waghorn@dundeecity.gov.uk

Signature of author of the policy:		Date 13.08.10
Signature of Director / Head of Service area:		Date 13.08.10
Name of Director / Head of Service:	Jim Collins	
Date of next policy review:	22 November 2010 (anticipated)	