

## Equality and Diversity Rapid Impact Assessment Tool

### Part 1

Date of assessment <b>13 August 2010</b>	Title of document being assessed <b>Transfer to SEEMIS Limited Liability Partnership (LLP)</b>
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 is a report to the Education Committee, seeking approval for Dundee City Council to become a partner in the SEEMIS Limited Liability Partnership.
3) What is the intended outcome of this policy, procedure, strategy or practice?	See 2) above
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Current SEEMIS Joint Agency Agreement Proposed SEEMIS Members' Agreement and Services Agreement
5) Has any consultation, involvement or research with protected communities informed this assessment? If yes please give details.	No. SEEMIS is a technological and administrative tool which is used across the whole Department and does not impact directly on protected communities.
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Paul Clancy, Secondary 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?)	No

### 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input 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 (all young people)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 availability of records through SEEMIS gives rapid and easy access to information. It also makes the process of sharing information easier, and allows for the quick identification of particular school community groups.</p> <p>This specific proposal enables Dundee City Council to contribute to the strategic direction of SEEMIS, and bring about and influence changes which help us to provide a more effective service.</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>No</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>N/a</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>N/a</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</p>	<p>No</p>

Champion.	
-----------	--

#### Part 4


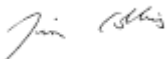
**Name of Department or Partnership** Education Department

#### Type of Document

Human Resource Policy	<input type="checkbox"/>
General Policy	<input checked="" type="checkbox"/>
Strategy/Service	<input 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 Michael Wood	Name Paul Clancy
Designation Head of Secondary Education	Designation Secondary Education Manager
Base Floor 8, Tayside House	Base Floor 8, Tayside House
Telephone 433071	Telephone 433483
Email michael.wood@dundeecity.gov.uk	Email paul.clancy@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:	N/a	