

NB Because each of the proposals within the Review of Support for Learning Report are entirely separate and not in any way linked other than being savings proposals, within this one document are three separate Equality Impact Assessments.

DUNDEE CITY COUNCIL

Equality and Diversity Rapid Impact Assessment Tool

Part 1

Date of assessment 19 October 2010	Title of document being assessed REVENUE BUDGET 2011 - 2014 : SAVINGS PROPOSALS - ITEM 10% reduction in supplies and services budgets for support services
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"/>
Please give a brief description of the policy, procedure, strategy or practice being assessed.	There are four support services designed to augment the service delivery within educational establishments in supporting children with identified additional support needs. These are the Multi-Sensory Service, the Bilingual Pupils' Support Service, the Educational Psychology Service, and the School Community Support Service. Each of these has a small budget amounting in total to some £60,000 with which they finance the purchase of supplies and services to enable them to work efficiently. These budgets are very rarely fully expended within a financial year as the main resource for the delivery of the support each service provides is the staff.
What is the intended outcome of this policy, procedure, strategy or practice?	The intended outcome is to reduce the supplies and services budgets for each service by 10% in order to reflect more accurately historical expenditure across the support services.
Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Standards in Scottish Schools Act 2000 GIRFEC ASL Acts 2004 & 2009 equalities legislation
Has any consultation or involvement with protected communities informed this assessment? If yes, please give details.	As there will be no direct impact on service delivery at the client/staff level of interaction, there has been no consultation. The service that clients receive will not be adversely impacted by this reduction.
Please give details of council officer involvement in this assessment.	Jim Gibson, Elspeth Walker, Alison Siddons
Is there a need to collect further evidence or to involve or consult protected communities?	No

Part 2

Which groups of the population will be positively or negatively affected by this policy, procedure or strategy?

	Positively	Negatively	No Impact	Not Known
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"/>
Transgender	<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 checked="" 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 type="checkbox"/>	<input type="checkbox"/>

Part 3

Equality and Diversity Rapid Impact Assessment

a) Have any positive impacts been identified?	If yes please give further details No
b) Have any negative impacts been identified?	If yes please give further details No
c) What action is proposed to overcome any negative impacts?	Please give further details None
d) 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 yes please give further details
e) Has a Full Equality Impact Assessment been recommended?	If yes please give further details No



Part 4

Education Department Type of Document

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

Contact Information

Manager Responsible		Author Responsible	
Name	Jim Collins	Name	Jim Gibson
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<p>Signature of author of the policy, procedure or strategy: </p> <p>Head of Department and Service area: </p>

Date of next policy review: September 2011

DUNDEE CITY COUNCIL

Equality and Diversity Rapid Impact Assessment Tool

Part 1

Date of assessment 19 November 2010	Title of document being assessed REVENUE BUDGET 2011 - 2014 : SAVINGS PROPOSALS - Support for Learning - Removal of Post of Assistant Team Leader (Protecting Children)
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"/>
Please give a brief description of the policy, procedure, strategy or practice being assessed.	Removal of Assistant Team Leader (Protecting Children) post
What is the intended outcome of this policy, procedure, strategy or practice?	Amend management structures within SCSS to reflect Departmental and Council priorities towards the protection of vulnerable children by now having two Team Leaders in the School Community Support Service each with remitted areas of city-wide responsibility for protecting children including staff training at single and multi-agency levels.
Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Committee Report 645-2007 in which the School Community Support Service was brought into being.
Has any consultation or involvement with protected communities informed this assessment? If yes, please give details.	No
Please give details of council officer involvement in this assessment.	The proposal has been discussed by Head Teachers and by Education Department officers over a six-month period beginning in summer 2010.
Is there a need to collect further evidence or to involve or consult protected communities?	No

Part 2

Which groups of the population will be positively or negatively affected by this policy, procedure or strategy?

	Positively	Negatively	No Impact	Not Known
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"/>
Transgender	<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 checked="" 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

Equality and Diversity Rapid Impact Assessment

a) Have any positive impacts been identified?	<p>If yes please give further details</p> <p>There will be greater capacity at Team Leader level to cope with the demands of meeting the protecting children agenda in the city. The retirement of the previous Team Leader (Attendance and Offending) has seen the responsibilities of the SCSS Team Leaders re-considered and re-defined in order to support and promote GIRFEC and child protection developments in Dundee. The responsibilities of the retired Team Leader have transferred to another existing Team Leader and the Assistant Team Leader (Protecting Children) has been promoted to Team Leader.</p> <p>The change has allowed the SCSS to redesign its service delivery model to create a more flexible, zoned approach to schools across three city zones defined as east, west and central each of which has 3 school clusters and, therefore, three SCSS cluster teams working closely together to support all schools across all three clusters in each zone. This means that resources can be targeted to where the need is greatest. The removal of the post of Assistant Team Leader has not resulted in a loss to the Department of the expertise invested in the previous holder of that post as she has been given the post of Team Leader in the SCSS.</p>
b) Have any negative impacts been identified?	<p>If yes please give further details</p> <p>No</p>
c) What action is proposed to overcome any negative impacts?	<p>Please give further details</p> <p>N/A</p>
d) 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>If yes please give further details</p> <p>N/A</p>
e) Has a Full Equality Impact Assessment been recommended?	<p>If yes please give further details</p> <p>No</p>



Part 4

Education Department Type of Document

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

Contact Information

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<p>Signature of author of the policy, procedure or strategy: </p> <p>Head of Department and Service area: </p>

Date of next policy review: August 2012

DUNDEE CITY COUNCIL

Equality and Diversity Rapid Impact Assessment Tool

Part 1

Date of assessment 19 November 2010	Title of document being assessed REVENUE BUDGET 2011 - 2014 : SAVINGS PROPOSALS - ITEM Removal of ASSIST Service
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"/>
Please give a brief description of the policy, procedure, strategy or practice being assessed.	ASSIST programme: The ASSIST Service (Access and Special Support Initiative for Schools in Tayside) ceased to operate within Dundee in December 2008 following the retiral of staff tutor. The purpose of the ASSIST service was to provide information, advice and assessment support to school staff regarding the use of information and communications technology in supporting children with additional support needs. An integral part of the service was the short-term lending to schools of ICT equipment to help inform schools' decisions on the adequacy or otherwise of particular resources /equipment prior to purchasing.
What is the intended outcome of this policy, procedure, strategy or practice?	A new Additional Support Needs ICT Resource Library has been established on a trial basis within the Educational Development Service, Lawton Road. The new resource library is operating efficiently and is meeting the needs of schools in supporting their pupils appropriately. The intended outcome of this proposal is to establish the new resource library on a permanent basis.
Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	Standards in Scottish Schools Act 2000 GIRFEC ASL Acts 2004 & 2009 equalities legislation
Has any consultation or involvement with protected communities informed this assessment? If yes, please give details.	As there will be no direct impact on service delivery at the client/staff level of interaction, there has been no consultation. The service that clients receive will not be adversely impacted by this proposal.
Please give details of council officer involvement in this assessment.	Jim Gibson, Elspeth Walker, Alison Siddons
Is there a need to collect further evidence or to involve or consult protected communities?	No

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Transgender	<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 checked="" 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 type="checkbox"/>	<input type="checkbox"/>

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Equality and Diversity Rapid Impact Assessment

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Date of next policy review: September 2013