

# DUNDEE CITY COUNCIL

## Equality and Diversity Rapid Impact Assessment Tool

### Part 1

Date of assessment <b>May 2012</b>	Title of document being assessed : <b>Education Department Service Plan 2012-2017</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.	The Service Plan sets out the aims and key objectives for the Education Department between 2012 and 2017 and it identifies the major actions required to meet them.
3) What is the intended outcome of this policy, procedure, strategy or practice?	Our vision is the delivery of a quality educational experience in which all children and young people aspire to reach the highest personal levels of attainment and achievement.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	<ul style="list-style-type: none"> <li>• Equality Act 2010</li> <li>• Service Plan 2008 - 2012</li> <li>• HMle Reports</li> <li>• Single Outcome Agreement</li> <li>• Council Service Plan</li> <li>• Community Partnership Plan</li> <li>• Integrated Children's Service Plan</li> <li>• Getting it Right for Every Child in Dundee</li> <li>• Data sets e.g. SIMD, exam results, attendance, exclusion, LAC</li> <li>• Curriculum for Excellence associated documents, e.g. Building the Curriculum 5, Assessment and Reporting etc.</li> </ul>
5) Has any consultation, involvement or research with protected communities informed this assessment? If yes please give details.	<ul style="list-style-type: none"> <li>• Parents Focus Groups and feedback from Extended Review and HMle Review.</li> <li>• Parent Councils</li> <li>• Pupil Focus Groups and feedback from Pupil Councils across all sectors</li> <li>• Staff Focus Groups and staff surveys</li> <li>• Head Teachers from all sectors involved in consultation event</li> </ul>
6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Michael Wood, Director of Education Paul Clancy, Head of Education Lina Waghorn, Head of Education Janet Roberston, Head of Support Services Extended Management Team
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

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input 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 (please state)	<input 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>If yes please give further details</p> <p>All aspects of this plan are intended to have a positive impact on the lives of the young people through delivering a learning experience in which they feel included, challenged and supported to achieve their potential.</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>If yes please give further details</p> <p>From the evidence gathered across the spectrum of contributors there have been no negative impacts identified for protected groups.</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>Please give further details</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>If yes please give further details</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 Champion.</p>	<p>If yes please give further details</p> <p>N/A</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 Michael Wood	Name Paul Clancy
Designation Director of Education	Designation Head of Education
Base Dundee House	Base Dundee House
Telephone 01382 433071	Telephone 01382 433088
Email michael.wood@dundeecity.gov.uk	Email paul.clancy@dundeecity.gov.uk

Signature of author of the policy:



Date 24/7/12

Signature of Director / Head of Service area:



Date 12/7/12

Name of Director / Head of Service:

Michael Wood

Date of next policy review: