

## DIVERSITY IMPACT ASSESSMENT QUESTIONNAIRE

<b>SERVICE:</b> Early Years	<b>DIRECTORATE:</b> Children's Services
<b>Responsible Officer:</b> Jane Mansfield/ Sue Bucknall	<b>Date of Assessment</b> 9.8.07

### Introduction:

As a requirement under the Race Relations (Amendment) Act 2000 all of the council's services have to undergo an impact assessment (IA) to determine their potential impact on the promotion of equalities.

The IA looks at how a service promotes, monitors and consults in their area to ensure that equalities are promoted. Completion of the IA will help the organisation understand what areas need assistance and where best practice can be shared. The information will be used to determine the extent to which services meet the requirements of the Equality Standard for Local Government, the Race Relations (Amendment) Act 2000 and the Disability Discrimination Act 1995. On completion of the IA action plans will be developed which will link to teams service plans. For the year 2006/07 the IA process will be integrated into the service planning process.

In order to complete the IA questionnaire, the following questions, which will enable you to measure your service, will need to be answered.

Where you can provide information and examples please do so, as this will help you to judge the level of impact your service has on the promotion of equalities.

Should you need any help / advice when completing the questionnaire, please refer to the guidance notes issued with this questionnaire or contact Rosie Barnard 823091.

**Q.1 Is your service accessible to all groups /individuals within the community? (i.e are there for example, physical, cultural, linguistic, or geographical barriers to persons wishing to use your service)**

Group	Yes	To some extent	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do?
Racial (inc. culture and nationality)	☺			<ul style="list-style-type: none"> <li>• The service has no barriers to recruitment nor to accessing the services.</li> <li>• The service implements inclusive principles at all times.</li> <li>• The staff are supportive.</li> <li>• Information is available to all and is made accessible for individuals</li> <li>• Campaign to recruit men into childcare</li> <li>• Posters showing men working in childcare environments</li> <li>•</li> </ul>	<p>Further and continued training upon needs of individuals and groups. Ensure that service remains vigilant in its inclusivity</p>
Religious Belief	☺				
Gender (inc. transvestite, transgender & transsexual)	☺				
Sexuality (e.g. homosexuality, lesbian & bisexuality)	☺				
Disabled (i.e a physical and or mental impairment)		☺		<ul style="list-style-type: none"> <li>• Access to ground floor</li> <li>• Access to toilet and shower facilities on ground floor</li> <li>• Also see above</li> </ul>	<p>Meeting room cramped, in 128 Pyle Street and upstairs at 11 Orchard Street but alternative spaces</p>

					can be made available.
Age	😊			<ul style="list-style-type: none"> <li>As above</li> </ul>	
Geographical Location		😊		<ul style="list-style-type: none"> <li>128 Pyle street and 11 Orchard street are centrally located and close to public transport and car parking</li> </ul>	
Any other status (e.g. people with dependants and/or caring responsibilities or people with criminal record/an offending past)	😊			<ul style="list-style-type: none"> <li>The service complies with legal requirements in completing CRB checks</li> </ul>	

**Q.2 (a) For whatever reason, does your service treat any group differently from its other customers?**

Yes

To some extent



No

If you have answered 'yes' or to 'some extent' , please specify those individuals or groups affected and whether the impact has the potential to be adverse.

Support and financial aid is made available to those settings which comply with the delivery of the principles of the Foundation Stage. This can mean that some children and families who chose a setting which does not comply may not receive their free nursery entitlement.

We can only support specified training to those practitioners working in Private, voluntary and independent provision. This complies with Ofsted and DCFS regulations

**Q.2 (b) Where the impact is considered to be adverse, can it be justified, for example, on grounds of promoting equal opportunity for another group?**

Only justification is complying with regulations

**Q.3. (a) Do you promote equality within your service? (e.g. through the use of briefings at team meetings or the circulation of leaflets and/or other equalities related awareness raising materials)**

Yes

To some extent

No

**(b) How often do you take the opportunity to promote equality within your service?**

Regularly

Occasionally

As issues arise

Not at all

**Q.4. Are there plans in place within your service to promote equality more effectively?**

Yes

No

**If yes, please outline what you intend to do:**

**Q.5 Have you consulted in the past three years with any of the following groups regarding the delivery of and access to your service?**

<b>Group</b>	<b>Yes</b>	<b>To some extent</b>	<b>No</b>	<b>If yes, what evidence do you have to demonstrate this?</b>	<b>If no, what do you plan to do?</b>
Racial (inc. culture and nationality)	<input checked="" type="checkbox"/>			Work in Children's Centres , Directly asking users of services what is needed.	
Religious Belief		<input checked="" type="checkbox"/>		As above	

Gender (inc. transvestite, transgender & transsexual)			☺		
Sexuality (e.g. homosexuality, lesbian & bisexuality)			☺		
Disabled (i.e a physical and or mental impairment)			☺		
Age			☺		
Geographical Location			☺		
Any other status (e.g. people with dependants and/or caring			☺		

responsibilities or people with criminal record/an offending past					
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**Q.6 Do you train your staff on equality issues?**

Yes

To some extent

No

**If you have answered yes, or to some extent, what training is available, who provides/delivers it and what areas does it cover? (e.g. Disability, Race, Gender, Age, Sexual Orientation, Religious Belief or location)**

**Diversity training: Dalvir Gil**  
**All SEN training**  
**All EYFS training**

**If you have answered no, have you explored the availability of suitable training for your staff? Who have you consulted**

with?

**Q.7 Have you received any equality/diversity complaint/comment about your service?**

Yes

No

**If yes how was this dealt with:**

**What changes were made as a result of any action taken:**



**Q.9 Any additional comments:**

**List of useful contacts:**

**CRE – Commission for Race Equality – [www.cre.gov.uk](http://www.cre.gov.uk)**

**DRC – Disability Rights Commission – [www.drc.gb.org](http://www.drc.gb.org)**

**Disability info – [www.disability.gov.uk](http://www.disability.gov.uk)**

**Equal opportunities Commission – [www.eoc.org.uk](http://www.eoc.org.uk)**

**Employers Organisation – [www.lga-employers.gov.uk](http://www.lga-employers.gov.uk)**

**Local Government Association – [www.lga.gov.uk](http://www.lga.gov.uk)**

**RNIB – Royal National Institute for the Blind - 522205**

**RNID – Royal National Institute for the Deaf – IW contact Sound Advice – Joyce Love 529533**

**Victim Support IW – 530530**

**DIAL – Disability information IW – The Riverside Centre – 522823**

**WIM (Women Into Management) Network – IWC Prue Grimshaw (82)3411 Claire Shand (82)3120**

**DDA – Island Access Group – IWC Rosie Barnard – (82)3091**

**BME (Black Minority Ethnic) Cross Directorate Group – IWC Prue Grimshaw (82)3411 Rosie Barnard 520600 ex 2236**

**Race & Diversity Standing Forum – IWC Rosie Barnard (82) 3091**

**Unison – Equality Rep – Joyce Milford (82) 3093**

**HR – Equality & Diversity Policy - related to employment – Claire Shand (82)3120**

**Vectis Equality Group (BME Group representing IW Communities and individuals) [jane.mckean@iow.nhs.uk](mailto:jane.mckean@iow.nhs.uk)**