

DIVERSITY IMPACT ASSESSMENT QUESTIONNAIRE

SERVICE: School Improvement	DIRECTORATE: Children's Services
Responsible Officer: Rosalie Ward	Date of Assessment 07/08/07

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)		Yes – document may need translation		Info provided in alternative languages on request. Team engage with ENL	
Religious Belief	Yes			Catholic and C of E Diocese regularly others on demand	
Gender (inc. transvestite, transgender & transsexual)	Yes			In school data analysis b/g	
Sexuality (e.g. homosexuality, lesbian & bisexuality)	Yes			Specific issues for schools Sex education programme	
Disabled (i.e a physical and or mental impairment)	Yes – through Couth Hall and Thompson House				

Age	Yes				
Geographical Location		Yes		Meeting in locality can be arranged (not sure it says this anywhere)	
Any other status (e.g. people with dependants and/or caring responsibilities or people with criminal record/an offending past)	Yes				

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

Yes

To some extent

No Not that I am aware

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.

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?

N/A

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 Relatively a very inclusive approach – rep on Diversity Link group

To some extent

No

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

Regularly

Occasionally Three per year

As issues arise

Not at all

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

Yes Action Plan

No

If yes, please outline what you intend to do:

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?

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)		Yes		CH & YP voice	Use Council corporate process Island voices panal
Religious Belief	Diocesan Reps			With other faiths as and when required	Visit to mosque
Gender (inc. transvestite, transgender & transsexual)			No		Use Equality & Diversity team if required

Sexuality (e.g. homosexuality, lesbian & bisexuality)			No		Use Equality & Diversity team if required
Disabled (i.e a physical and or mental impairment)			No	Engagement with schools Governor training	
Age			No		Young employees forum HR
Geographical Location			No	N/A	N/A
Any other status (e.g. people with dependants and/or caring responsibilities or people with criminal record/an offending past)			No	YOT	

Q.6 Do you train your staff on equality issues?

Yes Through Council training and school specific prompts

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)

Garnett Foundation
Trevor Gordon 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 ¹ not aware

If yes how was this dealt with:

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

¹ Impact Assessment Feb 2005

Q.8 Is there any evidence to suggest that policies/strategies/practices through their implementation that there is (a) higher or (b) lower participation or uptake by different minority ethnic groups?

(a)

(b) Yes

If you answered (a) please provide further information and give examples including monitoring data:

If you answered (b) please state below how you will incorporate the General Duty in the review of policy/strategy/practices:

Currently re-writing SI Strategy & Procedures/Protocols

CS is fully committed to Equality & Diversity legislation and will ensure that everyone takes responsibility through job descriptions promoting complaint procedures.

Q.9 Any additional comments:

List of useful contacts:

CRE – Commission for Race Equality – www.cre.gov.uk

DRC – Disability Rights Commission – www.drc.gb.org

Disability info – www.disability.gov.uk

Equal opportunities Commission – www.eoc.org.uk

Employers Organisation – www.lga-employers.gov.uk

Local Government Association – 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