

DUNDEE CITY COUNCIL

Equality and Diversity Rapid Impact Assessment Tool

Part 1

Date of assessment 24.08.10	Title of document being assessed REVENUE BUDGET 2011 - 2014 : SAVINGS PROPOSALS - CEASE QUALITY CONTACT PROGRAMME
This is a new policy, procedure, strategy or practice being assessed (If yes please tick box)	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.	The proposal is to remove the primary-secondary Quality Contact programme. The programme has existed since 2000 to support schools in ensuring good practice relating to primary-secondary transition. In particular, it has targeted potentially vulnerable young people.
What is the intended outcome of this policy, procedure, strategy or practice?	The Quality Contact team has developed a rolling programme of work with each primary-secondary cluster - this has usually lasted for three years. As each cluster has benefited from the enhanced work undertaken by the Quality Contact team on at least one occasion over the last ten years, schools are able to provide the necessary strategies and interventions using their own resources. Cost efficiencies will ensue.
Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	CfE GIRFEC ASL Acts 2004 & 2009 Equalities legislation
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. (e.g. names of officers consulted, dates of meetings etc)	Michael Wood, Head of Secondary Education Paul Clancy, Secondary Education Manager Roy Simon, Secondary Education Manager
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?)	Yes, those to be consulted include: - Head Teachers - Trade Unions - Human Resources (Personnel) - Finance Section - individual members of staff

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

<p>a) 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>b) 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 departments Equality Champion.)</p>	<p>If yes please give further details</p> <p>The quality of the primary-secondary transition experience for some pupils might be reduced.</p>
<p>c) What action is proposed to overcome any negative impacts?</p>	<p>Please give further details</p> <p>Teaching staff and / or Pupil Support Workers have worked with the Quality Contact team and are able to take forward the ideas, strategies and teaching approaches promoted by the team.</p> <p>Staffing levels within Support for Learning and Guidance are sufficient to deliver an effective transition experience to all pupils. The needs of pupils with low self-esteem, etc. will continue to be met.</p> <p>Curriculum for Excellence puts greater emphasis on enhanced cross-sectoral planning - this will build on many of the interdisciplinary projects and approaches introduced by Quality Contact. Senior managers in schools will monitor the quality of transition planning delivery.</p>

<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> <p><i>(If the policy that shows actual or potential unlawful discrimination you must seek legal advice)</i></p>	<p>If yes please give further details</p>
<p>e) Has a Full Equality Impact Assessment been recommended?</p> <p><i>(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.</i></p>	<p>If yes please give further details</p>

Part 4

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 checked="" type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input type="checkbox"/>

Contact Information

Manager Responsible	Author Responsible
Name	Name
Designation	Designation
Base	Base
Telephone	Telephone
Email	Email

Signature of author of the policy, procedure or strategy:

Head of Department and Service area:

Date of next policy review: