

DIVERSITY IMPACT ASSESSMENT QUESTIONNAIRE

SERVICE: Regeneration	DIRECTORATE: Regeneration
Responsible Officer: Ashley Curzon	Date of Assessment 30/05/07

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)					Occasionally have to hold meetings which would not always take account of cultural diversity of the local community, with regards to time of meetings or venues. Plan to be more culturally sensitive and aware
Religious Belief					As above
Gender (inc. transvestite, transgender & transsexual)					As above
Sexuality (e.g. homosexuality, lesbian & bisexuality)					As above

Disabled (i.e a physical and or mental impairment)					As above
Age					As above
Geographical Location					As above
Any other status (e.g. people with dependants and/or caring responsibilities or people with criminal record/an offending past)					As above

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.

Due to geographical area consultation for regeneration projects may mean that we consult in specific areas rather than island-wide. We also try to use other community groups and work in partnership to reach service users using a variety of methodologies.

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?

Regeneration decisions could be adverse – e.g. play space for under 5s and make changes which may have an adverse impact but the service tries to make a balanced judgement to reflect both the majority and minority groups.

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:

Involve Equality & Diversity in all aspects of the development of the new regeneration service.

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)					This is a new developing service with a new team. As it develops we will work in partnership with the Equality & Diversity team, corporate communication team on consultation opportunities. We will engage with the community and ask how they want to be consulted with and ensure that we feedback to groups
Religious Belief					As above

Gender (inc. transvestite, transgender & transsexual)					As above
Sexuality (e.g. homosexuality, lesbian & bisexuality)					As above
Disabled (i.e a physical and or mental impairment)					As above
Age					As above
Geographical Location					As above
Any other status (e.g. people with dependants and/or caring responsibilities or people with criminal record/an offending past)					As above

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)

Garnet Foundation
In-house training provision via the Learning Centre and Equality & Diversity team.

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

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) No

(b) No

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

Not known at this stage due to this being a new service. Will consider bringing this element into the consultation strategy.

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

Not known at this stage due to this being a new service. Will consider bringing this element into the consultation strategy.

Q.9 Any additional comments:

Need to embrace Equality & Diversity and embed into the service, mainstream and integrate. Treat as Health & Safety, it's the law!

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