

**East Renfrewshire Council: Education Department**

**Equalities Impact Assessment of Proposed New Policy**

The general equality duty requires public authorities to have due regard to the need to:-

- Eliminate unlawful treatment;
- Advance equality of opportunity; and
- Foster good relations

across the following protected characteristics:-

- Age
- Disability
- Gender reassignment
- Sex and Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief

1. Title of the new policy/proposal	Literacy Strategy 2017 – 2020
2. Description of the new policy/proposal	The overarching aim of the strategy is to raise standards of literacy for all from the early years to adulthood.
3. Responsibility for implementing the policy	Head of Education Services (Equality and Equity) will lead on the implementation of the policy.
4. In what way does the proposed new policy eliminate unlawful treatment of the group:	The indicators, targets and activities for all objectives within the strategy are fully inclusive irrespective of any of the protected characteristics detailed below. They detail a commitment to staff as well as children and families.
Age	Workforce support, development and opportunities will be for all, irrespective of age.
Disability	Workforce support, development and opportunities will be for all, irrespective of disability.
Gender reassignment	Workforce support, development and opportunities will be for all, irrespective of gender.
Sex and Sexual Orientation	Workforce support, development and opportunities will be for all, irrespective of sex or sexual orientation.
Marriage and Civil Partnership	Workforce support, development and opportunities will be for all, irrespective of marital status.
Pregnancy and Maternity	Workforce support, development and opportunities will be for all, irrespective of maternal or paternal commitments.
Race	Workforce support, development and opportunities will be for all, irrespective of race.
Religion and Belief	Workforce support, development and opportunities will be for all, irrespective of age.

5. In what way does the proposed new policy advance equality of opportunity for each group:	See above.
Age	See above.
Disability	See above.
Gender reassignment	See above.
Sex and Sexual Orientation	See above.
Marriage and Civil Partnership	See above.
Pregnancy and Maternity	See above.
Race	See above.
Religion and Belief	See above.
6. In what way does the proposed new policy foster good relations with each group:	See above.
Age	See above.
Disability	See above.
Gender reassignment	See above.
Sex and Sexual Orientation	See above.
Marriage and Civil Partnership	See above.
Pregnancy and Maternity	See above.
Race	See above.
Religion and Belief	See above.
7. Potential for the proposed new policy to have a negative impact (Low, Medium, High)	<p style="text-align: center;">Low</p> <p style="text-align: center;">If this is deemed to be high, the following section should be completed.</p>

8. Evidence to be considered in relation to the protected characteristics.	N/A
9. Evidence of higher or lower participation, uptake or exclusion by any group within the protected characteristics.	
10. In the context of the preceding sections, identify any groups whom you consider should be consulted. Please specify and give reasons.	
11. Actions to be taken to address any issues identified and ways in which positive impact can be demonstrated.	
12. Justification for the proposed new policy based on the above information.	
Name of Departmental Officer developing the proposed policy:-  Janice Collins	
Date of this assessment:  26.01.17	