

HR Equality Impact Assessment Report

Title of Project	Office Accommodation
Team	HR
Assessor(s)	Susan Bayley & Michelle Bell
Date of Assessment	23 January 2007 verified 30/3/07

Executive Summary

There is potential for some adverse impact as no reference is made to space requirements for those with different access needs as far as the written policy is concerned. Amendments should be made as follows:

- The SCC equality statement should be included in full in the introduction to the policy.
- The policy should be made available in alternative formats.
- The policy makes no mention of the need to make reasonable adjustments under the Disability Discrimination Act 1995.

Background

In furtherance of the overall objective, the space standards are to be adopted as a target for all services for progressive achievement, and are to be taken into account in any accommodation planning and as circumstances permit.

The Equality Impact Assessment was conducted by Susan Bayley and scrutinized by Michelle Bell.

The scope of the project

The policy was reviewed.

Key findings

The assessment of the written policy indicated that there is a small potential for adverse impact on those who have different access needs. Whilst the space standards are set as a minimum it might be prudent to refer to the requirements of the Disability Discrimination Act 1995, as some disabled staff e.g. wheelchair user, may require more than the minimum amount of space, and this needs to be taken into account.

Conclusion

- The SCC equality statement should be included in full in the introduction to the policy.
- The policy should be made available in alternative formats.
- The requirements of the Disability Discrimination Act 1995 should be referred to.