



9 February 2010

Mr Sharif

Dear Mr Sharif

Request Under the Freedom of Information Act (FOI Act) 2000

I am formally responding on behalf of Liverpool John Moores University to your request received by email on 19 January 2010 for a disclosure of information under the Freedom of Information Act 2000.

You requested information relating to duties under the Race Relations Act [1976] and as amended by the Race Relations [Amendment] Act [2000]. In particular, you requested a copy of the Race Equality Impact Assessment outcomes to include:

- a) LJMUs screening policies or legislative proposals to determine whether they are relevant to race equality
- b) How policies identified as being relevant are fully assessed in order to make sure they do not have adverse effects on any racial groups
- c) The assessment outcomes in relation to LJMUs grievance and disciplinary policies and procedures

It might be helpful if we describe that LJMUs meets its obligations under equality legislation in regard to Race Equality Impact Assessments as this has determined how we have responded to your request. The Race Relations (Amendment Act 2000 (RRAA)), Disability Discrimination Act 2005 (DDA) and the Equality Act 2006, give public authorities duty to promote race, disability, and gender equality. Under legislation, one of the key elements is to assess all functions and policies for any adverse impact at least once every three years and an Equality Impact Assessment is a duty under the above Acts. The University does not undertake an Equality Impact Assessment for each individual Act but one that encompasses all three.

The LJMUs Equality Impact Assessment Report, including race, is not yet complete and as it is intended for future publication, is exempt from disclosure under the terms of the Freedom of Information Act [2000].

Therefore, I am unable to answer each of your questions directly but have attached some information about how the University is meeting its obligations under the relevant legislation.

Jeanette Wordsworth : Freedom of Information Officer

In response to your point (c) I can confirm that the Equality Impact Assessment carried out on LJMU's Discipline and Grievance Policies and Procedures proved to have no adverse effect on any individual/group(s) with regard to their race, or any of the other equality strands.

You might find the Equality Impact Assessment Guidance Notes and Assessment Toolkit available on the LJMU website useful which can be found by clicking on the following link: <http://www.ljmu.ac.uk/EOU>

The University considers it has fully complied with your request, but if you wish to seek an internal review, you should do so in writing to Mr Brian Kerrigan, Director of Corporate Services, Liverpool John Moores University, Rodney House, Liverpool L3 5UX. A copy of the University's Freedom of Information Complaints and Appeals Procedure is enclosed.

Once having appealed, if you are still not satisfied with our response you have the right to apply to the Information Commissioner for a decision whether, in any specified respect, your request for information has been dealt with in accordance with the requirements of Part I of the Freedom of Information Act 2000. The Information Commissioner's address is: Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Details on how to complain can be found on the Information Commissioner's website: www.ico.gov.uk

Yours sincerely

Jeanette Wordsworth

Jeanette Wordsworth
Freedom of Information Officer

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