

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT DESKTOP SCREENING

This exercise is not an Equality Impact Assessment (EIA). It is a desktop screening exercise designed to establish if you need to carry out an EIA. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to this screening form.

Remember, throughout this exercise the term 'policy' (or 'policies') is used as shorthand for 'policies, practices, activities, strategies, plans, projects, procedures, functions and protocols'. It therefore needs to be interpreted broadly to embrace the full range of functions, activities, plans and decisions for which the County Council is responsible.

For help completing this desktop screening, please refer to the County Council's [EIA Guidance document](#) available on SID.

Part One: basic information needed to identify the policy and prepare for screening

1.1	Directorate and Section/Unit:	Adult Social Care
1.2	Title or brief description of the policy being screened:	Formal consultation on the future options for Consterdyne Residential Care Home in Kidderminster
1.3	Screening by:	Adam Russell, Angela Dale and Angela Buckley
1.4	Date of screening:	12 th January 2011
1.5	Related policies/functions:	BOLD Internal Services Review Department of Health (2009) <i>Valuing People Now</i> Worcestershire County Council (2007) <i>Towards Active Citizenship –</i> Worcestershire Learning Disability Strategy 2007 – 10 Worcestershire Commissioning Strategy for Learning Disability 2006 - 10 Days Like This - A Strategy for Day Time Support for Adults with a Learning Disability 2008 – 2010 WCC HR Staff consultation policy 1996

1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	BOLD initiatives
1.7	Is this a new or existing policy?	Existing policy Worcestershire Commissioning Strategy for Learning Disability 2006 - 10 Linked to Department of Health (2009) <i>Valuing People Now</i>
1.8	Does the policy affect service users, employees, the wider community, or a combination of these?	This project affects the 10 service users and 25 staff employed at the Consterdyne Residential Care Home
1.9	What is the policy seeking to achieve?	Appropriate, planned accommodation suitable for ageing people with Learning Disabilities
1.10	What are the planned outcomes for this policy?	Accommodation of an appropriate quality that is cost effective which meets the assessed needs of the current Consterdyne residents
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Catherine Driscoll
1.12	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	This is the first formal consultation with the residents, carers and staff at Consterdyne
1.13	Is equality monitoring in place for this policy?	If redundancies are needed that are not universal to the whole group of staff then a redundancy selection matrix will be used. Individual assessments will take into account and reflect any equality issues. The use of advocacy will enable the Consterdyne residents to identify any individual issues.

Part Two: The purpose of the following exercise is to assess the potential relevance of the policy in the lives of staff and/or residents who are of differing age, gender (including gender reassignment), race/ethnicity, religion or belief, sexual orientation and/or who have a disability.

The questions in this section ask you to consider factors you will need to take into account in making your decision. The answers you provide will help you determine whether you will need to carry out an Equality Impact Assessment.

		Yes	No	Details and comments
2.1	Could this policy have a significant impact on service delivery or other aspects of daily life for people who belong to the groups listed above?	√		The consultation will affect the 10 current residents and 25 staff employed at Consterdyne
2.2	Does the policy involve a significant commitment, or reduction, of resources?			Some of the options will mean that the staff group would no longer be needed and therefore there would be a significant reduction in these resources. It could be that some staff could apply to an external provider of service which would be screened to ensure no potentially discriminatory practices are used. The level of need of the people using the service is such that the council will continue to invest at a level to meet these needs appropriately.
2.3	Does the policy relate to an area where inequalities are known to exist?			In relation to staffing group there are already a lower proportion of BME, male and disabled staff than the population in which it is geographically placed.

2.4 Is there any evidence of potential or actual unplanned variations in the participation levels or use of the policy between different groups?

Characteristic	Yes	No	Details, including what information you have based your answer on
Age		√	
Disability	√		The residents living at Consterdyne all have a Learning Disability which will impact on their ability to communicate, participate and express choice. This will necessitate the use of advocacy to address this issue.
Gender (including gender reassignment)		√	
Race		√	
Religion or belief		√	
Sexual orientation		√	

If the answer to question 2.3 is "yes" or "could be yes" then you **must complete an EIA**.

For existing policies, if the answer to question 2.4 is "yes" or "could be yes" then you **must complete an EIA**.

If the answer to questions 2.1 or 2.2 is "yes" or "could be yes" then you may need to complete an EIA. Please refer to Section 3 of the [EIA Guidance](#) for further clarification on when an EIA should be completed.

