

## WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT DESKTOP SCREENING

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

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

1.1	Directorate and Section/Unit	Children's Services
1.2	Title or brief description of the policy being screened.	b/1 Children in Need Guidance & procedures
1.3	Screening by:	Siobhan Williams
1.4	Date of screening	10/10/09
1.5	Related policies/functions:	None-all statutory
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Service Plan- all 5 outcomes of ECM
1.7	Is this a new or existing policy?	Revised in line with new legislation and practice
1.8	What is the policy trying to achieve?	<b><i>The Guidance and procedures is trying to ensure an equitable and evidence-based service for all children who may be 'in need'</i></b>
1.9	What are the planned outcomes for this policy?	Improved service delivery  More outcome-focussed assessment

		<p>Ensuring Framework for assessment principles are followed</p> <p>Evidence based plans</p> <p>Inclusive practice with all C&amp;YP and their families</p>
1.10	Who will benefit from the policy? How will they benefit?	<p>C&amp;YP and their families –keeping safe from harm and avoiding welfare being significantly impaired ; also for outcomes A/A</p> <p>Staff in front-line teams-smarter practice ensuring time spent is productive re outcomes needed; avoids duplication and ensures safe practice</p> <p>Organisation- inclusive practice reducing complaints and demand on other resources by maximising family strengths &amp; partnership working</p>
1.11	Who is formally responsible for the <b>delivery</b> of this policy? If different, who is responsible for <b>leading</b> on the delivery?	<p>CSILT-Siobhan Williams SDM-lead</p> <p>Area/CwD OMs- sharing and monitoring in AMTs</p> <p>TMs are responsible for delivery on front-line</p>
1.12	What (if any) are the key priorities within this policy?	<p>Children 'in need' are identified, assessed and suitable plans made with C&amp;YPs and their families and partners to ensure they are safe from significant harm and their welfare is not significantly impaired</p>
1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	<p>Staff only at this stage. It is planned to consult more widely with partners and C&amp;YPs once the restructure of ChS is complete and full guidance to others can be shared (sections 1 &amp; 2). At this stage it is imperative to get guidance out to staff</p>

1.14	Is equality monitoring in place for this policy?	Via quarterly data set

Part Two: this is the test to see if further action is required. For the purpose of this exercise concentrate on the impact on people of differing age, gender, disability, race/ethnicity, religion or belief and sexual orientation.

		Y	N	Details including what information you have based your decision on.
2.1	Is there any way in which the policy is directly discriminatory or in breach of the County Council's Equality and Diversity Policy? (see Annex E)		x	no.
2.2	Are there any barriers to people from minority groups getting the full benefit of this policy which have not been resolved as part of the policy?		x	No-the guidance takes account of ensuring services and assessments are accessible to all C&YP and gives guidance on use of interpreters, aids, translation, advocacy, alternative communication tools- and on ensuring all assessments follow Framework for assessment principles.
2.3	Are there any other ways the policy could unintentionally deliver poorer quality outcomes for individuals because they belong to a minority group or groups?(they may belong to more than one)		x	None identified at this time
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits		x	None identified at this time

	from the policy?			
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?			The guidance could aid communication and understanding between Social care professionals and the families we work with, and ensure better access to other services

If the answer to questions 2.1 to 2.4 is yes or "could be yes" then you **must** take action. If the issue is straightforward then remedy this **now** so the answer changes to no. If it cannot be remedied now or there are outstanding issues you must continue on to a full EIA. Where you have decided a full EIA is not required but have identified actions which must be taken then please record these below:

Specific Action	How will you know when this is completed?	Resources/cost	Person Responsible	Completion date