

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

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| 1.1 | Directorate and Section/Unit | Corporate Services/ BOLD Programme |
| 1.2 | Title or brief description of the policy being screened. | BOLD Programme: BOLD (Better Outcomes, Lean Delivery) is a programme of work Worcestershire County Council began in response to the predicted economic challenges the public sector is likely to face over the next three to five years. |
| 1.3 | Screening by: | Beth Evans |
| 1.4 | Date of screening | 23/06/10 |
| 1.5 | Related policies/functions: | There will be a number of individual BOLD projects within the Programme which may result in revisions to existing policies or the introduction of new policy. These will be reviewed on a case by case basis to establish whether an EIA will be required. It is proposed that an EIA Screening will be carried out at the Outline Business Case stage of each project. |
| 1.6 | To which section of the Directorate or Corporate "business/service plan" does this relate? | The BOLD Programme will contribute to the 'Value for money' and 'the local economy' aspects of the Corporate Plan. It will cover all Directorates of the organisation to challenge how services are |

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| | | currently delivered in order to identify efficiencies and savings. |
| 1.7 | Is this a new or existing policy? | The programme itself is new, however many of the projects will involve changes to existing policy. Some of the projects will also involve new policy. |
| 1.8 | What is the policy trying to achieve? | LEAN ways of working, more streamlined services, financial savings and innovative approaches to service delivery. |
| 1.9 | What are the planned outcomes for this policy? | The programme should result in a council that: <ul style="list-style-type: none"> • Is more customer-focused in the way it responds to the needs of the people of Worcestershire. • Is more focused on securing positive outcomes for the people of Worcestershire. • Is better integrated with its partners, jointly securing outcomes, providing services that are seamless. • Is more focused on supporting people and communities to control their own destinies. • Is more consistent in the way it works. • Has an annual budget that is 85% of its current level. |
| 1.10 | Who will benefit from the policy? How will they benefit? | Staff and Public. The BOLD Programme will help to ensure that the public continue to receive the services they need as money will be saved through efficiency savings and Leaner services rather than 'slicing' services. In addition, the risk of making compulsory redundancies will be minimised. |
| 1.11 | Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery? | COMB is responsible for leading the BOLD Programme. Head of Change is responsible for delivering the BOLD Programme. |

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| 1.12 | What (if any) are the key priorities within this policy? | Identify and implement efficiencies and financial savings across the organisation by taking innovative approaches to service delivery. |
| 1.13 | What (if any) previous consultation has been done on this policy? Who was consulted and when? | N/A – to be completed for individual projects as appropriate. |
| 1.14 | Is equality monitoring in place for this policy? | N/A – to be completed for individual projects as appropriate. |

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. |
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| 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) | | N | N/A – EIA to be carried out for each project |
| 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? | | N | No – because EIA awareness will be raised and considered at each project at OBC stage of project. |
| 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) | | N | N/A – EIA to be carried out for each project |

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| 2.4 | Could minority groups reasonably believe they would be likely to get poorer benefits from the policy? | | N | N/A – EIA to be carried out for each project |
| 2.5 | In what ways could this policy make a positive contribution to equality or to relations between groups? | | | Positive contributions towards equality could potentially be made within individual projects. The objectives of the BOLD Programme are designed to improve outcomes for the organisation, so it is likely that a positive contribution will be made to equality. The Programme will also raise awareness of the organisation's responsibilities regarding Equality and Diversity issues. |

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 |
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