

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	Corporate Services / Central HR
1.2	Title or brief description of the policy being screened.	"Ability not Disability" Work Experience Programme
1.3	Screening by:	Adrian Lyne
1.4	Date of screening	20.04.10
1.5	Related policies/functions:	Work Experience Placements Paid Training Placements
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Human Resources and Organisational Development Service Plan 2009-2010: 'Increase the number of disabled people undertaking work experience and gaining employment with the County Council.'
1.7	Is this a new or existing policy?	Existing
1.8	What is the policy trying to achieve?	We recognise that disabled people often face barriers during recruitment and employment. One of these barriers is a lack of opportunity for them to gain the work experience which employers

		require when making appointments. The "Ability not Disability" work experience programme provides opportunities for job seekers who have a disability to gain valuable experience of working within a supportive but professional work environment.
1.9	What are the planned outcomes for this policy?	<p>Increase the number of work experience opportunities for disabled people at the County Council.</p> <p>We recognise that disabled people are poorly represented within our workforce and that this is not reflective of the number of potentially economically active people in Worcestershire who are disabled. In order to realise our objective of employing more disabled people we need to remove specific barriers to employment (such as lack of work place experience). This work experience programme is one way of doing this.</p>
1.10	Who will benefit from the policy? How will they benefit?	<p>Disabled people on a work experience placement will be provided with the opportunity to establish a work routine, gain confidence and enhance skills. The County Council believes that this initiative can act as a stepping stone to employment, encourage personal development and help people to become less dependent on State benefits.</p> <p>The organisation, service area and existing employees may also benefit from this programme in a number of ways:</p> <ul style="list-style-type: none"> • Working with a person who has a disability may increase awareness and understanding of diverse communities among team members • A work experience placement could provide the perfect opportunity to complete team tasks and activities that have

		<p>otherwise been overlooked due to time and other commitments</p> <ul style="list-style-type: none"> • Managers will have the chance to contribute to the development of another person • Providing some extra assistance in the workplace on a temporary basis • Providing an employee who is developing management skills with the opportunity to supervise an individual
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Sandy Bannister Corporate Equality & Diversity Programme Manager
1.12	What (if any) are the key priorities within this policy?	Creating and making available more work experience opportunities at the County Council.
1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	Prior to implementing the work experience programme, a number of Worcestershire County Council managers were consulted, as were Job Centre Plus. Feedback from participants is also utilised as an ongoing way to shape the programme.
1.14	Is equality monitoring in place for this policy?	Not currently, but there are plans to do so as the programme expands.

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)		✓	
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?		✓	<p>This Work Experience Programme has been developed specifically for disabled people seeking work experience. As such, only individuals seeking work experience who have a disability are able to benefit from this programme.</p> <p>However, the County Council supports other work experience initiatives inclusive of all protected groups (Work Experience Placements, Graduate Internships).</p>
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)		✓	No, but see 2.2 above.
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		✓	No, but see 2.2 above.

2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?	✓	<p>The "Ability not Disability" Work Experience Programme enables disabled job-seekers to gain unpaid work experience within the County Council. One of the barriers to employment for people with disabilities can be a lack of work experience or breaks in their employment history. Many people acquire their disability as an adult and will then have spent a considerable period of time out of work. Often this can mean they have become de-skilled and may have lost self-confidence. Work experience placements provide an opportunity to establish a work routine, gain confidence and enhance skills.</p> <p>The County Council believes that this initiative can act as a stepping stone to employment, encourage personal development and help people to become less dependent on State benefits.</p> <p>Ultimately, the County Council aims to increase the number of disabled people we employ, and seeks to ensure our workforce is representative of the community we serve. By having a more representative workforce, the County Council is better placed to meet the needs of all our diverse communities, across all protected groups. This Work Experience Programme contributes to Council achievement of this objective.</p>
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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
n/a	n/a	n/a	n/a	n/a