

Worcestershire County Council Equality Impact Assessment Simplified Desktop Screening

This exercise is not an Equality Impact Assessment. It is a simplified desktop exercise designed to establish if there is a need to carry out a full assessment.

Part One: basic information needed to identify the policy/function and to prepare for the screening.		
1.1	Directorate and Section/Unit.	Corporate Services/Central HR
1.2	Title or brief description of the policy/function being screened.	Maternity
1.3	To which section of the Directorate or Corporate “business/service plan” does this relate?	These Policy and Procedures are relevant to all WCC employees.
1.4	Are there any related policies/functions? If so what are they?	As a consequence of issues raised under this Policy, policies such as the Homeworking and Travel and Subsistence policies also require updating.
1.5	Screening carried out by	Rob Morris, HR Policy Officer
1.6	Date of screening	October 2008
1.7	What is the policy or function trying to achieve?	This is a revision of the existing Maternity Policy and Procedures in response to changes in employment legislation.
1.8	What are the specific outcome measures?	Staff will be aware of that the Maternity Policy has been updated in line with the Sex Discrimination 1975 (Amendment) Regulations 2008 and the Maternity and Parental Leave etc and the Paternity and Adoption (Amendment) Regulations 2008, which bring into effect an extension of an employees right to non-pay contractual benefits during the Additional Maternity. A clarification of the outcomes should an employee undertake work for another employer during her maternity leave.
1.9	Who is formally responsible for ensuring the delivery of this policy/function?	It is every managers’ responsibility to apply the Policy and implement the Procedures when appropriate.
1.10	Who is responsible for leading the delivery if different from 1.9?	The policy/procedures are produced by the HR Policy Unit
1.11	Are there any priorities within this policy/function? If so what are they?	N/A
1.12	Has any consultation, explicitly on the policy/function, taken place? If so who was consulted and when?	Consultation with HR Policy and Strategy Groups and recognised trades unions until the Policy and procedures are approved.
1.13	Is equality monitoring in place for this policy/function?	N/A

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

		Yes	No	Details
2.1	Is there any way in which the policy/function is directly discriminatory or in breach of the Council's Equality and Diversity Policy?		x	
2.2	Are there any barriers to people from minority groups getting the full benefit of this policy/function which have not been resolved as part of the policy/function?		x	
2.3	Are there any other ways the policy/function could unintentionally deliver poorer quality outcomes for individuals because they were members of a minority group?		x	
2.4	Could people from minority groups reasonably believe that they would be likely to get poorer benefits from the policy/function?		x	
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→ If the answer to any of these questions is yes or “could be yes” then you **must** take action. If the issue is straightforward remedy it **now** so the answer changes to no. If it cannot be remedied now or there are outstanding issues you should go on to a full EIA.