

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.	Paid Training Placements
1.3	To which section of the Directorate or Corporate "business/service plan" does this relate?	The Policy and Procedure underpins the corporate business plan by helping to realise our objective of employing more disabled people and helping them to overcome specific barriers to employment.
1.4	Are there any related policies/functions? If so what are they?	Equality and Diversity policy
1.5	Screening carried out by	Rob Morris, HR Policy Officer
1.6	Date of screening	17 July 2009
1.7	What is the policy or function trying to achieve?	The paid training placements (PTP) programme enables disabled people to undertake, or try, some work whilst continuing to receive benefits. PTP will help to ensure equality of opportunity and to ensure our workforce is representative of the community we serve.
1.8	What are the specific outcome measures?	Each directorate is committed to offering a specified number of PTP as agreed by COMB.
1.9	Who is formally responsible for ensuring the delivery of this policy/function?	It is line managers' responsibility to apply the Policy and implement the Procedures. Each directorate HR team has a designated person who acts as a first point of contact for issues relating to PTP. More specialised advice is available from County Council's Disability Equality Advisor
1.10	Who is responsible for leading the delivery if different from 1.9?	The policy/procedures are produced by the HR Policy Unit/Equality and Diversity team and approved by COMB
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 will continue with HR Policy and Strategy Groups, appropriate managers via the Policy Group, Legal & Democratic Services and recognised trades unions until the Policy and procedures are approved.
1.13	Is equality monitoring in place for this policy/function?	No

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	



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.

