

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT SCREENING

Screening is the first stage in the EIA process. It has been designed to help you decide whether you need to carry out a full assessment of your policy. 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 HR, HR Policy and Employee Relations Team |
| 1.2 | Title or brief description of the policy being screened. | Redeployment Programme |
| 1.3 | Screening by: | Rob Morris |
| 1.4 | Date of screening | 22 July 2010 |
| 1.5 | Related policies/functions: | Procedures for Handling Redundancies (still be drafted) |
| 1.6 | To which section of the Directorate or Corporate "business/service plan" does this policy relate? | These Procedures supports Better Outcomes, Lean Delivery (BOLD) – relates to all directorates (but not school staff) |
| 1.7 | Is this a new or existing policy? | This policy exists currently as the Job Search Programme |
| 1.8 | What is the policy seeking to achieve? | Details the County Council's approach to redeploying employees whose contracts might otherwise be terminated for reasons beyond their control. This includes where employees are at risk of redundancy with 1+ year continuous service at the County Council on the date termination is due to take effect or because an employee is disabled (as defined by the Disability Discrimination Act) and cannot continue in their current post as a result of their |

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| | | <p>disability, regardless of length of service.</p> <p>Financial constraints already demand careful vacancy management and will further necessitate greater numbers of employees being redeployed internally.</p> |
| 1.9 | What are the planned outcomes for this policy? | The revised JSP has been re-branded as the Redeployment Programme and streamlined to assist managers in handling higher numbers of redeployments. |
| 1.10 | Who will be affected by the policy? How could they be affected? | Employees whose contracts might otherwise be terminated for reasons beyond their control will benefit from this policy. |
| 1.11 | Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery? | Recruiting managers, Directors/HofS, directorate HR, CRT. The policy/procedures are produced by the HR Policy Unit and are going for COMB approval. |
| 1.12 | What (if any) are the key priorities within this policy? | Help to retain skilled and valued employees wherever possible and enables the County Council to meet its legal obligation to avoid compulsory terminations where possible. |
| 1.13 | What (if any) previous consultation has been carried out fore this policy? Who was consulted and when?(think this may need to go in next section) | HR Policy Group, HR Senior Management, Legal and Democratic, Unison, GMB, TGWU, Teacher Trade Unions |
| 1.14 | Is equality monitoring in place for this policy? | The policy's general impact will be reviewed once every two years. |

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

(I think we will need to redraft this section.)

| | | 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 | |
| 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 | |
| 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 | |
| 2.4 | Could minority groups reasonably believe they would be likely to get poorer benefits | | N | |

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| | from the policy? | | | |
| 2.5 | In what ways could this policy make a positive contribution to equality or to relations between groups? | Y | | Will help the County Council redeploy employees who have a disability and cannot continue in their role. |

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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