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	*Children's Services/Commissioning and Quality.*
1.2	Title or brief description of the policy being screened.	*Directorate Improvement Plan for Children's Services, Worcestershire County Council. This Improvement Plan focuses the contribution the County Council's Children's Services Directorate will make to the single statutory plan, the Children and Young People's Plan 2008-2011.*
1.3	Screening by:	*Luke Willetts, Operational Manager, Performance Development Team (author of Directorate Improvement Plan).* *John Fisher, Team Manager, Business Systems Development Team (Manger taking responsibility of future plans).* *Lyndon Thomas, Project Manager, Performance Development Team (Equalities and Diversity rep for ChS)*
1.4	Date of screening	*10/06/10*
1.5	Related policies/functions:	*The Directorate Improvement Plan focuses the contribution the County Council's Children's Services Directorate will make to the single statutory plan, the Children and Young People's Plan 2008-2011. The priorities reflect our ambition to develop our capability and capacity to support the delivery of the Children and Young People's Plan so that we can make a significant impact on improving the life chances of children and young people.*

		The Corporate Plan 2009-2013 priorities include raising educational achievement and skills, and keeping people safe. *The Directorate Improvement Plan is performance managed using a set of 'Key Performance Indicators' (KPI's). The KPIs reflect and monitor Directorate based activity, and the Directorate's contribution to the wider Partnership and the Children and Young People's Plan.* *The KPI's will be reported on quarterly to Children's Services Senior Leadership Team.*
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	*The DIP is owned by the whole directorate and is intrinsically linked to the Corporate Plan (2009-13) and Children and Young People's plan (2008-11)*
1.7	Is this a new or existing policy?	*This is an existing Plan that is reviewed annually.*
1.8	What is the policy trying to achieve?	*The Improvement Plan focuses the contribution the County Council's Children's Services Directorate will make to our overarching Children and Young People's Plan.*
1.9	What are the planned outcomes for this policy?	*Over the past year, Children's Services has continued to move forward, add value and improve outcomes for children and young people in Worcestershire. During 2008/2009 we were subject to a Joint Area Review inspection, and Ofsted judged services provided to children and young people in Worcestershire to be 'good with outstanding features'. We were judged as 'good' in the Children's Services Annual Performance Assessment.* *Despite this we recognise we still have more to do and are ambitious and determined to add more value to the lives of children, young people, parents and carers across Worcestershire. Our service development priorities articulate a clear direction of*

		travel defining both core business and transformational priorities. This Improvement Plan, which is aligned to the Worcestershire Children and Young People's Plan, sets the challenge of continuing to achieve service improvement effectively and efficiently.
1.10	Who will benefit from the policy? How will they benefit?	*The key benefit of the Directorate Improvement Plan is the safety, well-being and achievement of children and young people is secured and sustained across Worcestershire.*
1.11	Who is formally responsible for the **delivery** of this policy? If different, who is responsible for **leading** on the delivery?	*Gail Quinton Director of Children's Services.*
1.12	What (if any) are the key priorities within this policy?	*The Improvement Plan, sets the challenge of continuing to achieve service improvement effectively and efficiently.*
1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	*The document will be signed off by Senior Leadership Team – no consultation on the DIP was carried out, however consultation has been carried out for the JSNA (with partner agencies) and Children and Young Peoples Plan (with members of the public and partners)*
1.14	Is equality monitoring in place for this policy?	*N/A – full EIA not required*

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)		x	*Content of document is based around other policies and plans that in themselves have EIAs carried out upon them i.e. the Children and Young People's Plan.*
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?		x	*Content of document is based around other policies and plans that in themselves have EIAs carried out upon them i.e. the Children and Young People's Plan.*
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)		x	*Content of document is based around other policies and plans that in themselves have EIAs carried out upon them i.e. the Children and Young People's Plan.*
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		x	*Content of document is based around other policies and plans that in themselves have EIAs carried out upon them i.e. the Children and Young People's Plan.*
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?			*The directorate improvement plan sits under the sustainable community strategy and promotes, communities that are safe and feel safe, economic success that is shared by all, improved health and wellbeing, the needs of children and young people are met and stronger communities with a focus on community cohesion.*

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. It if 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