

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	This is a corporate document. Planning, Economy and Performance responsible for coordinating the work.
1.2	Title or brief description of the policy being screened.	Corporate Plan 2009-13
1.3	Screening by:	David Onions and Sharon Muranyi
1.4	Date of screening	March 2 nd 2010
1.5	Related policies/functions:	All Directorate Improvement Plans (DIPs) and other plans produced across the authority which link to the Corporate Priorities set out in the Plan.
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	The Corporate Priorities set out in the plan apply to all sections of Directorate Improvement Plans.
1.7	Is this a new or existing policy?	This is a new plan.
1.8	What is the policy trying to achieve?	The Corporate Plan has been developed to clearly establish and communicate the ambitions and priorities of the authority to all

		stakeholders including staff, councillors, partners and members of the public.
1.9	What are the planned outcomes for this policy?	The planned outcomes are to ensure the priorities of the authority are clearly understood and reflected within the County Council business planning process.
1.10	Who will benefit from the policy? How will they benefit?	Officers engaged in service planning within the authority and external stakeholders regarding the communication of organisational priorities and the assessment of progress towards achieving those priorities. Citizens of Worcestershire and members of the public in terms of improved outcomes in service delivery and provision.
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Cabinet is formally responsible for delivery of the plan and Chief Officers' Management Board (COMB) is responsible for leading on the delivery.
1.12	What (if any) are the key priorities within this policy?	The key priorities within this plan are; Value for money and low council tax The local economy Keeping people safe Roads, transport and travel Independent healthy living Educational achievement and skills A green future

<p>1.13</p>	<p>What (if any) previous consultation has been done on this policy? Who was consulted and when?</p>	<p>The Corporate Plan is Worcestershire County Council's contribution to the Sustainable Community Strategy (SCS) and the Local Area Agreement (LAA).</p> <p>Extensive consultation was undertaken to develop the first SCS and the review of the SCS</p> <p>The Worcestershire partnership commissioned citizens panel surveys in 2003 and 2005 following the Community Strategy themes in order to identify and track quality of life issues in the county. A further survey in June 2007 asked some key questions to support this SCS review.</p> <p>In addition, the SCS has built on the work of district LSPs and of the district community strategies. These have been produced using local knowledge and involvement, including that provided by the parish planning process. District LSPs identified the priorities they believed the SCS should reflect and this has ensured that the local perspective has influenced the SCS. The findings of the Best Value General Satisfaction Survey 2006 were also considered.</p> <p>The views of councillors across the county have also been taken into account, acknowledging councillors' community leadership roles.</p> <p>In November 2007 a draft Sustainable Community Strategy was published for consultation.</p> <p>There were a number of ways that individuals and organisations could comment on the draft in order to contribute to the development of the SCS:</p> <p>Workshops to discuss each of this Community Strategy's themes were held at the Worcestershire Assembly that took place in</p>
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		<p>November 2007.</p> <p>Written / emailed comments were requested on the draft strategy, including replies to specific consultation questions found throughout the draft document.</p> <p>A consultation forum was set up on the partnership's website. The forum covered seven topics.</p> <p>Every consultation comment submitted was carefully considered by the Worcestershire Partnership thematic groups or the Partnership Management Group.</p>
1.14	Is equality monitoring in place for this policy?	<p>Whilst some specific actions have been identified within the plan more comprehensive monitoring will be undertaken as part of the equality and diversity performance management framework. This will be reflected within individual directorate improvement plans.</p>

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	✓		<p>Whilst the plan details specific actions it cannot sufficiently detail all the actions necessary and therefore it is anticipated that the</p>

	of the policy?			equality impact should be identified at a lower level
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)		✓	
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		✓	
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?	✓		The Corporate Plan identifies need at a more local level and that priorities and actions are important to local people

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
Develop monitoring arrangements and ensure that Directorate Improvement Plans incorporate equality	Directorate Improvement Plans published by June each year	Within existing resources identified for business planning	Policy Officers within directorates responsible for DIPs	June each year

and diversity monitoring				
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