

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT DESKTOP SCREENING

This exercise is not an Equality Impact Assessment (EIA). It is a desktop screening exercise designed to establish if you need to carry out an EIA. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to this screening form.

Remember, throughout this exercise the term 'policy' (or 'policies') is used as shorthand for 'policies, practices, activities, strategies, plans, projects, procedures, functions and protocols'. It therefore needs to be interpreted broadly to embrace the full range of functions, activities, plans and decisions for which the County Council is responsible.

For help completing this desktop screening, please refer to the County Council's [EIA Guidance document](#) available on SID.

Part One: basic information needed to identify the policy and prepare for screening

1.1	Directorate and Section/Unit:	Adult and Community Services - Culture and Community Services
1.2	Title or brief description of the policy being screened:	<p>Culture and Community BOLD efficiencies</p> <p>The project will use a number of tools to realise the efficiencies required. The efficiencies will be delivered between 2010 and 2014.</p> <ul style="list-style-type: none">• LEAN interventions as a method by which to identify efficiencies.• Working with partners.• Sharing Services.• Doing less. <p>To identify and plan work stream activities within Cultural and Community services in order to achieve the savings required by the ACS BOLD programme.</p>
1.3	Screening by:	Neil Anderson / Rob Elmes

1.4	Date of screening:	12 th November 2010
1.5	Related policies/functions:	Yes, potentially – other service areas within Culture and Community e.g. Libraries, Heritage services
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Delivery of BOLD efficiencies
1.7	Is this a new or existing policy?	New
1.8	Does the policy affect service users, employees, the wider community, or a combination of these?	<p>Yes. This policy could have the potential to affect a combination of service users, employees and the wider community.</p> <p>Political impact of the changes and possible Union involvement Cuts would impact on staff and could lead to redundancies Negative impact on communities may not be supported politically. Reduction in opening hours and closures will be very unpopular publically</p>
1.9	What is the policy seeking to achieve?	To create efficiencies
1.10	What are the planned outcomes for this policy?	Parts of the policy will hope to generate income through increase charges, make efficiencies and deliver a reduced service as far as possible within a reduced budget.
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Neil Anderson – Culture and Community Head of Service
1.12	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	None

1.13	Is equality monitoring in place for this policy?	Using all available data such as JSNA, ACORN, and Index Multiple Deprivation to gain understanding of the make of communities affected and planned consultations with Service Users adversely affected will take place.
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Part Two: The purpose of the following exercise is to assess the potential relevance of the policy in the lives of staff and/or residents who are of differing age, gender (including gender reassignment), race/ethnicity, religion or belief, sexual orientation and/or who have a disability.

The questions in this section ask you to consider factors you will need to take into account in making your decision. The answers you provide will help you determine whether you will need to carry out an Equality Impact Assessment.

		Yes	No	Details and comments
2.1	Could this policy have a significant impact on service delivery or other aspects of daily life for people who belong to the groups listed above?	X		People may have to travel further to use services, people with biggest difficulties will have the greatest difficulty travelling.
2.2	Does the policy involve a significant commitment, or reduction, of resources?	X		Reduction in choice of services and locations, increased charges for some services.
2.3	Does the policy relate to an area where inequalities are known to exist?		X	

2.4 Is there any evidence of potential or actual unplanned variations in the participation levels or use of the policy between different groups?

Characteristic	Yes	No	Details, including what information you have based your answer on
Age	X		Reduced service, less flexibility, less availability Will be taking away options and choice for independence – not meeting personalisation agenda

			Physical access is difficult for older users. If moving to a central location in the future.
Disability	X		Reduced service, less flexibility, less availability Will be taking away options and choice for independence – not meeting personalisation agenda
Gender (including gender reassignment)		X	
Race	X		Reduced service, less flexibility, less availability
Religion or belief	X		Reduced service, less flexibility, less availability
Sexual orientation	X		Reduced service, less flexibility, less availability

If the answer to question 2.3 is "yes" or "could be yes" then you **must complete an EIA**.

For existing policies, if the answer to question 2.4 is "yes" or "could be yes" then you **must complete an EIA**.

If the answer to questions 2.1 or 2.2 is "yes" or "could be yes" then you may need to complete an EIA. Please refer to Section 3 of the [EIA Guidance](#) for further clarification on when an EIA should be completed.

