

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:	Environmental Services – Integrated Transport Services
1.2	Title or brief description of the policy being screened:	BOLD Reductions in Highways Maintenance
1.3	Screening by:	Darius Mason/Steph Walton
1.4	Date of screening:	19 th November 2010
1.5	Related policies/functions:	N/A
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Corporate BOLD policies on savings and efficiencies
1.7	Is this a new or existing policy?	This is a review of contractual arrangements with the Highways maintenance provider to gain efficiencies and cost reductions through improved contract conditions

1.8	Does the policy affect service users, employees, the wider community, or a combination of these?	None, there will be no impact on staff or the wider public through this proposal as there is no intended change to service delivery or provision, the aim of this proposal is to gain efficiencies through improved contract negotiation and targets.
1.9	What is the policy seeking to achieve?	Gain efficiencies and cost savings through improved contract conditions and delivery of highways maintenance around the county.
1.10	What are the planned outcomes for this policy?	There are no planned changes to service delivery or provision in Highways maintenance across the county, the outcomes are to achieve the same level of service through greater efficiencies and consequently realised cost savings.
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Peter Blake – Head of Integrated Transport Services
1.12	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	No changes to service delivery are planned so there has been no consultation undertaken on this review.
1.13	Is equality monitoring in place for this policy?	N/A does not affect service delivery or access to services

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	There is no intended change to the level of Highways maintenance provided across the county all efficiencies and costs savings will be achieved through improved contract

				conditions with the Highways maintenance provider.
2.2	Does the policy involve a significant commitment, or reduction, of resources?		X	There are no plans to reduce any resources through these proposals
2.3	Does the policy relate to an area where inequalities are known to exist?		X	There are no planned changes to service delivery or provision.

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	There are no plans to affect the delivery of Highways maintenance across the county, all efficiencies and cost savings will be achieved through improved contract conditions, improved target setting and contract monitoring and the contractor achieving internal efficiencies to achieve these targets.
Disability		X	As above
Gender (including gender reassignment)		X	As above
Race		X	As above
Religion or belief		X	As above
Sexual orientation			

		X	As above
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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.

2.5 Based on the factors above, is an Equality Impact Assessment required for this policy?

Yes	
No	X

An EIA is not always needed. Where you have decided that an assessment is not required please clearly summarise the reasons for your decision, including any factors you have taken into account, in the box below. Please then ensure this screening form is signed-off by your line manager and sent to the Corporate Equality and Diversity Team for publication.

EIA not required: reasons and additional comments
The re-negotiation of the Highways Maintenance contract with the current provider is looking to gain efficiencies and cost savings through improved contract conditions, monitoring and target setting. This will not change the level of quality provided by this service or the extent to which it currently covers and is provided across the county and there will be no changes to staffing in the council as a result of these changes.

Signed (completing Officer/Manager): Date:

Signed (Line Manager): Date: