

## Worcestershire County Council Equality Impact Assessment Simplified Desktop Screening

This exercise is not an Equality Impact Assessment. It is a simplified desktop exercise designed to establish if there is a need to carry out a full assessment.

<b>Part One:</b> basic information needed to identify the policy/function and to prepare for the screening.		
1.1	Directorate and Section/Unit.	Planning, Economy & Performance – Improvement Unit.
1.2	Title or brief description of the policy/function being screened.	<b>Worcestershire County Council Annual Report.</b>
1.3	To which section of the Directorate or Corporate “business/service plan” does this relate?	The Annual Report is a statutory document to report on the council's performance, and progress on corporate priorities. As such, it reflects the authority's over-arching values, priorities and future plans.
1.4	Are there any related policies/functions? If so what are they?	Service Planning Framework, Quarterly Performance Monitoring and Reporting, Risk Management Strategy, Medium-Term Financial Strategy.
1.5	Screening carried out by	Jim Price - Lead (Policy & Performance Officer), Sharon Hickman (Policy & Performance Officer), Nick Riding (Area Co-ordinator).
1.6	Date of screening	31 <sup>st</sup> January 2007.
1.7	What is the policy or function trying to achieve?	To report on corporate performance during the previous financial year – a statutory requirement (Local Government Act 1999 & Statutory Instrument 2002/305).
1.8	What are the specific outcome measures?	As a statutory requirement under the Local Government Act 1999, to report performance (by the 30 <sup>th</sup> June each year) to Members, Officers and the public.
1.9	Who is formally responsible for ensuring the delivery of this policy/function?	COMB, Cabinet and Members of the Council.
1.10	Who is responsible for leading the delivery if different from 1.9?	Diane Tilley (Director of Planning, Economy & Performance) / Wendy James (Improvement Manager).
1.11	Are there any priorities within this policy/function? If so what are they?	To meet statutory requirements for openness, accountability and accuracy, within given deadlines.
1.12	Has any consultation, explicitly on the policy/function, taken place? If so who was consulted and when?	No external consultation.
1.13	Is equality monitoring in place for this policy/function?	Yes: Mailing lists, Ethnic Access Link.

**Part two:** the test to see if further action is required. For the purpose of this exercise concentrate on the impact on people of differing race, sex, disability, age, religion or belief and sexual orientation.

		Yes	No	Details
2.1	Is there any way in which the policy/function is directly discriminatory or in breach of the Council's Equality and Diversity Policy?		X	The document is inherently about openness and accountability. It is produced according to strict government guidelines, and is subject to rigorous external audit. A Best Value Performance Summary is also produced annually, which is distributed to each household in Worcestershire (with Council Tax bills), and is also available in other languages through Ethnic Access Link.
2.2	Are there any barriers to people from minority groups getting the full benefit of this policy/function which have not been resolved as part of the policy/function?		X	The document is available in public places (such as libraries and Hub centres), and via Worcestershire's website and Intranet. It also includes the Ethnic Access Link signpost, and, as such, is available for translation into other languages, as well as Braille, etc. Notification of its publication is sent to all County Councillors, and various bodies (such as Worcestershire Racial Equality Council) – details of these contacts are available from the Improvement Unit.
2.3	Are there any other ways the policy/function could unintentionally deliver poorer quality outcomes for individuals because they were members of a minority group?		X	The document is a vehicle for reporting performance, and therefore does not have directly attributable outcomes.
2.4	Could people from minority groups reasonably believe that they would be likely to get poorer benefits from the policy/function?		X	As 2.2 and 2.3.



→ If the answer to any of these questions is yes or "could be yes" then you **must** take action. If the issue is straightforward remedy it **now** so the answer changes to no. If it cannot be remedied now or there are outstanding issues you should go on to a full EIA.