

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	ACS Joint Commissioning Unit (Health & Wellbeing Team)
1.2	Title or brief description of the policy being screened.	For purposes of this EIA, the word 'policy' actually refers to a newly commissioned service. This service is a preventative service for older people offering low level support in and around the home eg shopping, gardening and housework.
1.3	Screening by:	Kay Parry
1.4	Date of screening	6 th January 2010
1.5	Related policies/functions:	None identified
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Helping older people achieve healthy positive outcomes within the promotion of Health and Wellbeing as a preventative agenda.
1.7	Is this a new or existing policy?	This is a newly commissioned service to commence April 2010
1.8	What is the policy trying to achieve?	The service is aiming to maximise older people's independence and support them to remain in their home and reducing the potential dependence on statutory services.

1.9	What are the planned outcomes for this policy?	Support in choosing a reliable trustworthy worker to support with low level tasks in and around the home. Regain or maintain control over a safe and clean environment and daily living activities. Maintain dignity and independence.
1.10	Who will benefit from the policy? How will they benefit?	All older people (over 60yrs) living in the county of Worcestershire. They will benefit by having direct access to the service.
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Joint Commissioning Unit will have responsibility for the contract which is to be delivered by Age Concern H&W.
1.12	What (if any) are the key priorities within this policy?	Key priorities will be equity across the county, affordable services and marketing successfully
1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	This service has been commissioned as a result of feedback from older people themselves saying that a little bit of help with day to day tasks would go a long way in maintaining independence, dignity and control.
1.14	Is equality monitoring in place for this policy?	Yes monitoring data will be required for the contract.

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)		N	Commissioning process has equality and diversity as one of its integral elements. Any tendering, evaluation, monitoring, service delivery and recruitment will be undertaken in line with all aspects of the E & D policy.
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?		N	Promotion of this new service will include use of existing network resources for minority groups. No barriers to people from minority groups accessing this service although the organisation responsible for the contract will be asked to actively promote this service within minority groups as a specific task. Also to request that the organisation will actively attempt at recruiting workers from minority groups.
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)		N	This will be a universally accessed service for all groups.
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		N	Those with differing gender, disability, race/ethnicity, religion or belief and sexual orientation should have no reason to believe that they would receive anything different in terms of outcomes and benefits. The services to be offered to people have no restrictions through diversity. This service will only be available for people over the age of 60 years of age so potentially people out of this age range may feel penalised. We are restricted as our budget is only for older

				people, however our criteria will not be set in stone and people wishing to access the service outside of the criteria will be considered on an individual basis and not necessarily excluded.
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?			Service accessible to all and if required specific marketing/advertising for minority/hard to reach groups. If workers are directly recruited from ethnic minority backgrounds to deliver this service, support could be given to extend their experiences in other service areas. If direct promotion for the service within minority groups was successful then other services can be promoted too.

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