

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 – Network Control
1.2	Title or brief description of the policy being screened:	BOLD Road Safety
1.3	Screening by:	Sally Everest
1.4	Date of screening:	1 st December 2010
1.5	Related policies/functions:	N/A
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Road Safety
1.7	Is this a new or existing policy?	It is part of the BOLD programme
1.8	Does the policy affect service users, employees, the wider community, or a combination of these?	Any impact on service users will be minimal. The aim is to reduce funding to the Safer Roads Partnership as it is replaced with funding from other sources. Reduction in staff levels are to be achieved through prioritisation and efficiency

		of service delivery to match funding. The deletion of posts will be achieved through vacancy management.
1.9	What is the policy seeking to achieve?	The service will still be provided but on a prioritised basis
1.10	What are the planned outcomes for this policy?	The process will result in savings of £250k in the first year achieved through a reduction in funding to the Safer Roads Partnership. The posts lost will be covered by a reduction in new schemes pursued in line with reduced funding for schemes and efficiency measures.
1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Sally Everest Network Control Manager
1.12	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	There is ongoing consultation with the Safer Roads Partnership to ensure they have sufficient funding from alternative sources. The post in the Safer Roads team will be lost through retirement and match the reduction in scheme work. The Road Safety Officer post will be covered by the remaining staff.
1.13	Is equality monitoring in place for this policy?	N/A does not significantly affect service delivery or customer participation/access to services or staffing levels

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 will be no significant change to service delivery or access to services as a result of these proposals.

2.2	Does the policy involve a significant commitment, or reduction, of resources?		X	Minimal reduction in staff resources will be managed to ensure we are still able to meet the needs of the business.
2.3	Does the policy relate to an area where inequalities are known to exist?		X	The proposals will not impact on areas where inequalities are known to exist.

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 substantially affect overall service delivery or access/entitlement to services provided as a result of these proposals. Road safety is included in the national curriculum which will ensure that education in schools continues in the future.
Disability		X	There are no plans to directly affect service delivery or access/entitlement to services provided as a result of these proposals.
Gender (including gender reassignment)		X	As above
Race		X	As above
Religion or belief		X	As above
Sexual orientation		X	As above

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 requirement for not pursuing an EIA acknowledges the fact that alternative input sources for funding and staffing together with efficiencies enable savings whilst maintaining current levels of service experienced by the public. It is not anticipated that any of the changes will have a negative impact in any areas where inequalities are known to exist whether for staff or the public.

Signed (completing Officer/Manager): Sally Everest

Date: 1.12.10

Signed (Line Manager):

Date: