

## 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	Children's Services
1.2	Title or brief description of the policy being screened.	Next Steps restructure proposal
1.3	Screening by:	Siobhan Williams
1.4	Date of screening	16/07/10
1.5	Related policies/functions:	BOLD  Legislation- Children Act 1989; Children Act 2004
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Directorate Plan  Next Steps  BOLD
1.7	Is this a new or existing policy?	New
1.8	What is the policy trying to achieve?	<b><i>Restructure of Social Care Services to better meet the statutory responsibilities of WCC to ensure the welfare of</i></b>

		<b><i>children 'in need' is not significantly impaired and they are properly safeguarded from significant harm.</i></b>
1.9	What are the planned outcomes for this policy?	<p>Identification of those in need of specialist services and diversion and recovery to other services where more appropriate to meet needs</p> <p>Outcome-focussed assessment and service provision</p> <p>Framework for Assessment principles are followed</p> <p>Evidence based plans and resource allocation</p> <p>Inclusive practice with all C&amp;YP and their families</p> <p>Reduced demand for specialist social care services</p>
1.10	Who will benefit from the policy? How will they benefit?	<p>C&amp;YP and their families –keeping safe from harm and avoiding welfare being significantly impaired ; also for outcomes A/A</p> <p>Staff in front-line teams-smarter practice ensuring time spent is productive re outcomes needed; avoids duplication and ensures safe practice</p> <p>Organisation- inclusive practice reducing complaints and demand on other resources by maximising family strengths &amp; partnership working</p>
1.11	Who is formally responsible for the <b>delivery</b> of this policy? If different, who is responsible for <b>leading</b> on the delivery?	<p>CISMT-Siobhan Williams -lead</p> <p>SMs/OMs-</p>

		TMs are responsible for delivery on front-line
1.12	What (if any) are the key priorities within this policy?	Children 'in need' are identified, assessed and suitable plans made & auctioned with C&YPs and their families and partners to ensure they are safe from significant harm and their welfare is not significantly impaired
1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	Staff in front-line teams; Who Cares/We Care Council; care leavers focus group; stakeholders re Access Centre; partners re Domestic abuse .  It is planned to consult more widely with staff, partners and C&YPs once the proposed restructure is agreed by Leadership Team
1.14	Is equality monitoring in place for this policy?	Via workstream/Next Steps programme

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)		x	no.
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		x	No-the guidance takes account of ensuring services and assessments are accessible to all C&YP

	of the policy?			
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)		x	None identified at this time
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		x	None identified at this time
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?			The guidance could aid communication and understanding between Social Care professionals and the families we work with, and ensure better access to other services

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