

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:	Adult and Community Services. Provider Services.
1.2	Title or brief description of the policy being screened:	Learning Disability day opportunity service Bromsgrove, [known as Padstone] Due to the regeneration plans for Bromsgrove and the compulsory purchase of the land that this service currently occupies, the service will relocate to the building currently known as Wendron. The building which is currently occupied by Connect Bromsgrove , will be refurbished and reconfigured to provide space for the Padstone service and a dementia day care unit, in addition to the Connect service. This will make better use of this under-used building and sharing building costs between three services will be very cost effective.
1.3	Screening by:	Lyn Archer
1.4	Date of screening:	June 28 th 2011

1.5	Related policies/functions:	<p>Valuing People Now [Dept of Health] 2009</p> <p>Worcestershire Learning Disability Strategy 2007-10</p> <p>Days Like This-A Strategy for Adults with a Learning Disability 2008-10</p>
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	<p>Learning Disability day opportunity service Bromsgrove and Connect Bromsgrove</p> <p>Head of Service plan 2011-12</p>
1.7	Is this a new or existing policy?	This is an existing policy.
1.8	Does the policy affect service users, employees, the wider community, or a combination of these?	<p>Learning Disability day opportunity service Bromsgrove and Connect Bromsgrove</p> <ul style="list-style-type: none"> • Service Users • Carers • Employees • Community Groups that currently use/rent space in the Padstone building
1.9	What are the planned outcomes for this policy?	<p>LD Day Services</p> <p>To relocate the current service into a building that is fit for purpose and will meet the needs of the client group, following the compulsory purchase of the land that the current building [Padstone] stands on.</p>

		<p>PD Services [Connect Bromsgrove] To provide a building that is fit for purpose and that meets the needs of the client group.</p>
1.10	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Delivery and Lead - Maria Hicks
1.11	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	<p>Due to the reason for the need to move the service [compulsory purchase of the land], consultation has not been necessary for this project, as an alternative building that is situated in the centre of Bromsgrove, has been identified.</p> <p>However there has been information sharing meetings with service users, staff, carers and community groups and these stakeholders will continue to be informed in their preferred format.</p> <p>This policy is not affected by the Transformation of Day Services paper, published by Joint Commissioning Unit in February 2011.</p>
1.12	Is equality monitoring in place for this policy?	This assessment relates to this Learning Disability Day Service, not the wider community.

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 have one or more of the following "Protected Characteristics":
Age, Disability, Gender Reassignment, Marriage/Civil Partnership, Pregnancy/maternity, Race, Religion/Belief, Sex and Sexual Orientation.

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 have any of the Protected Characteristics listed above?		No	
2.2	Does the policy involve a significant commitment, or reduction, of resources?		No	Funding from ACS Accommodation & Resources Minor Works budget.
2.3	Does the policy relate to an area where inequalities are already known to exist?		No	This assessment relates to this Learning Disability Day Service, not to the wider community.

Is there any evidence of potential or actual unplanned variations in the participation levels or use of the policy between different groups (Existing policies only)?

2.4

Characteristic	Yes	No	Details, including what information you have based your answer on
Age		No	Inclusive. There is no upper age limit for service users in these services.
Disability		No	Given that the Padstone service is simply transferring from the current building, with the same staff and service users, it is not considered that there will be any variations in participation levels or effect on service delivery.
Gender reassignment		No	Inclusive

Marriage/Civil Partnership		No	Inclusive
Pregnancy/maternity		No	Risk assessment and safe systems of work in place for pregnant staff.
Race		No	Inclusive
Religion or belief		No	Inclusive
Sexual orientation		No	Inclusive
Sex		No	Inclusive

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 document](#) for further clarification on when an EIA should be completed.

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

Yes	<input type="checkbox"/>
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No	No
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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

Learning Disability day opportunity service

It is not anticipated that there will be an adverse impact on people with disabilities or service delivery, given that :-

- we have no option other than to move the service from the current building, due to the compulsory purchase of the land
- the service is simply transferring from the current building, with the same staff and service users
- the replacement venue has been located within a very short distance of the current building in Bromsgrove

Internally the refurbished building will provide a very pleasant environment which has been specifically designed to meet the needs of the client groups, in accordance with current guidelines and specifications, providing a sensory and aromatherapy room, a large 'social' space and various other activity rooms.

External access will be improved within the boundaries of the current building.

Any concern that the Wendron building is situated on an incline will be addressed using the following measures:-

Service Users

- Use of power packs on wheelchairs to facilitate access
- Service users using the service minibuses to access outside activities
- Service users travelling to activities straight to/from home
- Planned activities with service users to minimise any inconvenience
- Risk assessment/safe systems of work to minimise hazards
- Parking spaces for people with disabilities will be provided in the Wendron car-park

Community Groups that currently use/rent space in the Padstone/Wendron buildings

These groups have the option to continue to provide their services from the Wendron building , following the refurbishment. Assistance will be provided for these groups to find alternative accommodation during the refurbishment.

These measures are considered to reasonably address these concerns.

Signed (completing Officer/Manager):

Date:

Signed (Line Manager):

Date: