

## 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, Provider Services, The Woodlands
1.2	Title or brief description of the policy being screened.	Review of continuation of service at The Woodlands
1.3	Screening by:	Michelle Parker – ACS HR  Gill Pratt – APSM
1.4	Date of screening	11 <sup>th</sup> October 2010
1.5	Related policies/functions:	No 17 on the current BOLD (Better Outcome and Lean Delivery). Initiatives List.
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	No 17 on the current BOLD (Better Outcome and Lean Delivery). Initiatives List.
1.7	Is this a new or existing policy?	New restructuring / probable closure exercise.
1.8	What is the policy trying to achieve?	Closure of this service and the continued provision of Intermediate Care within Resource Centres.  Efficiencies – to ensure all Intermediate Care beds around the County are used to their maximum potential. There have always

		<p>been occupancy issues at The Woodlands which are felt to be due to a combination of the following:</p> <ul style="list-style-type: none"> <li>• Proximity to The Grange Resource Centre.</li> <li>• No staffing from 21.00-08.00 meaning that service users have to be largely independent or only needing calls from the night nursing service from the time of admission.</li> <li>• Response times for assessment is quicker for the Resource Centres due to them being in larger establishments and with staff available at all times who can assess. The Woodlands rely upon part time therapists to carry out assessments</li> </ul>
1.9	What are the planned outcomes for this policy?	To cease operating the existing Intermediate Care service at the Woodlands and enable the building to be used to house a different service.
1.10	Who will benefit from the policy? How will they benefit?	<p>WCC – efficiencies in the region of £50,000 in first year and thereafter £140,000 per year.</p> <p>Enabling the building to be used for another service who will move from a building not fit for purpose.</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?	Maria Hicks, Catherine Driscoll – Provider Services.
1.12	What (if any) are the key priorities within this policy?	<p>Annual efficiency of £140,000</p> <p>Ceasing to operate a service where occupancy levels has been a concern over many years</p> <p>UNISON briefing/consultation</p> <p>30 day formal consultation with staff x3</p> <p>Termination of PCT secondments</p>

		Enabling the building to be used for another service who will move from a building not fit for purpose.
	What (if any) previous consultation has been done on this policy? Who was consulted and when?	ACS 24 BOLD announcement (sent via email to all ACS staff in October) Meeting with Team Manager regarding the above
1.14	Is equality monitoring in place for this policy?	No.  x2HCAs are on secondment and will return to their substantive posts in Home Care. x1 CSA will hopefully be redeployed elsewhere in the Council.

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	Any reduction in headcount will follow WCC redeployment and redundancy policies.
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	No. Future Service users will be able to access Intermediate Care within Resource Centres, Gilbert Court and Community Intermediate Care Teams and PI (health and social care provision).
2.3	Are there any other ways the policy could unintentionally deliver poorer quality outcomes for individuals because they			No. Future Service users will be able to access Intermediate Care within Resource Centres, Gilbert Court and Community Intermediate Care Teams and PI (health and social care

	belong to a minority group or groups?(they may belong to more than one)		N	provision).
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		N	The alternative service provisions available offer more flexibility than The Woodlands meaning that minority groups are likely to get better benefits.  As this is a service offering only a short term stay there is no on-going affect to service users.
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?		N	Not Applicable.

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