

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 – Youth Support
1.2	Title or brief description of the policy being screened.	Guidance for involving young people in recruitment
1.3	Screening by:	Angie Rich
1.4	Date of screening	1 st September 2010
1.5	Related policies/functions:	<i>Young people's involvement in recruitment guidance</i>
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	<i>Youth Support, CYPP</i>
1.7	Is this a new or existing policy?	<i>New</i>
1.8	What is the policy trying to achieve?	It has been produced in order to support services to involve young people using a consistent and effective approach. The Guidance is based on the feedback received from young people and staff that have been involved in staff interviews or supported young people in this process and shows the continued commitment by Worcestershire County Council to ensuring that young people have a real input into decision making within the authority.

1.9	What are the planned outcomes for this policy?	Participation is very much on the agenda for all us working with children, young people and families. There are many national drivers that push the participation agenda right to our very own doorstep. <i>'More children and young people participating in decision making and giving their views on the local area.'</i> (7. Positive Contribution, CYPP 09/10)
1.10	Who will benefit from the policy? How will they benefit?	<p>Young People</p> <ul style="list-style-type: none"> • Their input is valued and will influence the services provided for them. • Offers them the opportunity to develop confidence, self esteem, experience and new skills. • Encourages them to get involved in other areas which affect their lives. • Can gain them accreditation which they can put into their portfolios. <p>Benefits to the organisation:</p> <ul style="list-style-type: none"> • Evidence suggests young people are far more likely to recruit the best candidate for the role – this leads to improved delivery of services. • Provides real evidence that Worcestershire is serious in their attempts to engage young people in participating in decision making processes. • Sends out a clear message to all that the views of young people are valued and have a real impact. • Young people are often very honest about their thoughts and feelings on how services should be delivered and will therefore provide a to-the-point opinion of interview candidates.

1.11	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	SDM Widening Participation
1.12	What (if any) are the key priorities within this policy?	<i>'More children and young people participating in decision making and giving their views on the local area.'</i> (7. Positive Contribution, CYPP 09/10)
1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	Young people from the volunteering programme Vtalent, Who Care We Care Council
1.14	Is equality monitoring in place for this policy?	No

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	<i>See section 8.0</i>
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	<i>See section 8.0</i>

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	
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		N	
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?			<p><i>See 8.0 –</i></p> <p>It is vital that a wide range of young people are enabled to participate and steps are taken to actively include those young people who are often overlooked, such as those from black minority ethnic groups and disabled young people. It is important that the appropriate support is provided to enable this, where applicable the young people involved should have experience of using the services the position will be delivering.</p>

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

