

Worcestershire County Council Equality Impact Assessment Simplified Desktop Screening

This exercise is not an Equality Impact Assessment. It is a simplified desktop exercise designed to establish if there is a need to carry out a full assessment.

Part One: basic information needed to identify the policy/function and to prepare for the screening.		
1.1	Directorate and Section/Unit.	
1.2	Title or brief description of the policy/function being screened.	Changes to the PRow Network
1.3	To which section of the Directorate or Corporate "business/service plan" does this relate?	
1.4	Are there any related policies/functions? If so what are they?	Countryside Access & Recreation Strategy, Rights of Way Improvement Plan, Statement of Priorities Countryside Service: PRow Maintenance, Development & Enforcement (incl. Planning Consultations); Volunteer Management; Maintenance of Definitive Map; Local Access Forum/Liaison Groups; Information/Interpretation; Marketing/Administration & Finance; Service Development
1.5	Screening carried out by	Kevin Oliver; David Goode
1.6	Date of screening	16 th January 2007
1.7	What is the policy or function trying to achieve?	Management of diversion, creation, temporary closure and stopping up of PRow
1.8	What are the specific outcome measurers?	
1.9	Who is formally responsible for ensuring the delivery of this policy/function?	Ian Bamforth
1.10	Who is responsible for leading the delivery if different from 1.9?	Kevin Oliver; David Goode
1.11	Are there any priorities within this policy/function? If so what are they?	Refer to Statement of Priorities
1.12	Has any consultation, explicitly on the policy/function, taken place? If so who was consulted and when?	Officers/Senior Managers; Local Access Forum; Cabinet Member
1.13	Is equality monitoring in place for this policy/function?	No

Part two: the test to see if further action is required. For the purpose of this exercise concentrate on the impact on people of differing race, sex, disability, age, religion or belief and sexual orientation.

		Yes	No	Details
2.1	Is there any way in which the policy/function is directly discriminatory or in breach of the Council's Equality and Diversity Policy?		✓	
2.2	Are there any barriers to people from minority groups getting the full benefit of this policy/function which have not been resolved as part of the policy/function?		✓	<p>Any potential barriers are mitigated against by:</p> <ul style="list-style-type: none"> • All staff being required to have 'Diversity Awareness' on the Countryside Service Core Competency Matrix • Function governed by objective systems thus removing any potential for individual discrimination • The CS being accessible by a number of different means eg in person, telephone, in writing, by e-mail web site • Adherence to all corporate equality procedures / systems eg selection & recruitment etc • Diversity / equality impact (public benefit) being taken into account in decision whether or not to make a PROW change order • Changes to the PROW network being prioritised according to the extent of their benefit to the public
2.3	Are there any other ways the policy/function could unintentionally deliver poorer quality outcomes for individuals because they were members of a minority group?		✓	
2.4	Could people from minority groups reasonably believe that they would be likely to get poorer benefits from the policy/function?		✓	



If the answer to any of these questions is yes or “could be yes” then you **must** take action. If the issue is straightforward remedy it **now** so the answer changes to no. If it cannot be remedied now or there are outstanding issues you should go on to a full EIA.