

## 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.

<b>Part One:</b> basic information needed to identify the policy/function and to prepare for the screening.		
1.1	Directorate and Section/Unit.	Environmental Services – ITS – Access Team
1.2	Title or brief description of the policy/function being screened.	Deal with CRB issues on SEN/Social Care transport
1.3	To which section of the Directorate or Corporate “business/service plan” does this relate?	Environmental Services Performance Plan <ul style="list-style-type: none"> <li>• Improving customer access to our services and facilities</li> <li>• Safeguarding the County’s consumers and businesses</li> </ul>
1.4	Are there any related policies/functions? If so what are they?	Conditions of contract for the provision of transport of School children and Conditions of contract for the provision of transport of Social Services Clients, Corporate Escort policy
1.5	Screening carried out by	Paul Young and Darius Mason
1.6	Date of screening	20/08/2007
1.7	What is the policy or function trying to achieve?	All drivers/escorts employed by or on behalf of WCC have been appropriately CRB checked
1.8	What are the specific outcome measures?	All escorts and drivers have undergone a CRB check prior to commencing work on any services.
1.9	Who is formally responsible for ensuring the delivery of this policy/function?	Darius Mason, Access Team, Integrated Transport Services
1.10	Who is responsible for leading the delivery if different from 1.9?	Simon Addison, Access Team, Operations Officer, Rachael Alldritt, Access Team, Escort Officer and Paul Young, Access Team, Planning and Review Officer
1.11	Are there any priorities within this policy/function? If so what are they?	None
1.12	Has any consultation, explicitly on the policy/function, taken place? If so who was consulted and when?	Unknown
1.13	Is equality monitoring in place for this policy/function?	Unknown

**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?		X	It is a condition of contract to be employed on services provided for children and vulnerable adults that you must have undergone a CRB check to be able to work in this area. Any issues surrounding failure to comply with this are dealt with the client directorates involved and the appropriate licencing/checking Authority.
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?		X	See above
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?		X	See above
2.4	Could people from minority groups reasonably believe that they would be likely to get poorer benefits from the policy/function?		X	See above



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.

