

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.	Corporate Services/Central HR
1.2	Title or brief description of the policy/function being screened.	Regular Health Screening for Specified Occupational Groups
1.3	To which section of the Directorate or Corporate "business/service plan" does this relate?	The Policy and Procedure underpins all the objectives of the Corporate Business Plan by ensuring employees are fit to carry out the duties of their job and identify any support or guidance, or temporary adjustments, which may be recommended to enable the employee to do the job fully.
1.4	Are there any related policies/functions? If so what are they?	As a consequence of issues raised under this Policy, policies such as SEVEN being implemented.
1.5	Screening carried out by	Rob Morris, HR Policy Officer
1.6	Date of screening	06 August 2008
1.7	What is the policy or function trying to achieve?	This is a new health screening procedure that recognises the County Councils duty of care both to employees who have physically demanding positions and the service users to whom they deliver front-line services. .
1.8	What are the specific outcome measures?	Employees in the occupational groups listed below will be aware that the County Council requires them to attend regular health screening. <ul style="list-style-type: none"> • School Crossing Patrol • Homecare • Care Assistants • Drivers • Caretakers • Escorts
1.9	Who is formally responsible for ensuring the delivery of this policy/function?	Directorate HR/Administrative team, will be responsible for identifying staff who require screening + admin. Occupational Health will be responsible for assessing the Health Assessment Questionnaire + telephone or face-to-face consultations if required.

1.10	Who is responsible for leading the delivery if different from 1.9?	The procedures will be produced by the Human Resources Policy group.
1.11	Are there any priorities within this policy/function? If so what are they?	N/A
1.12	Has any consultation, explicitly on the policy/function, taken place? If so who was consulted and when?	Consultation will continue with HR Policy and Strategy Groups, appropriate managers via the Policy Group, Legal & Democratic Services and recognised trades unions until the Policy and procedures are approved.
1.13	Is equality monitoring in place for this policy/function?	N/A

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	
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	
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	

2.4	Could people from minority groups reasonably believe that they would be likely to get poorer benefits from the policy/function?		x	
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→ 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.