

## 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.	Ensure compliance to Health and Safety
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?	Cross directorate Escort Policy. Corporate health and Safety Guidelines and national transport legislation.
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?	Safe transport for all clients.
1.8	What are the specific outcome measures?	No accidents
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?	Rachael Alldritt, Access Team, Escort Officer
1.11	Are there any priorities within this policy/function? If so what are they?	None other than ability to comply with transport legislation, completed risk assessments as appropriate, staff trained to deal with potential risks
1.12	Has any consultation, explicitly on the policy/function, taken place? If so who was consulted and when?	Escort policy, cross directorate including corporate health and safety – April 2006
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	Compliance with health and safety for the transportation of clients on behalf of WCC is non-negotiable. All transport must comply with the guidelines set and monitoring is undertaken by staff to ensure this is in place. This is across the board and no one group (race or gender) is affected more than any other. Regular Health and Safety spot checks are carried out by members of the Access Team, especially the Escort Sub-Team. We also undertake spot checks on contractors and vehicles, involving VOSA, the police, district licensing officers across the board.
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.

