

## 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.	Maintain approved list of operators and assists vetting
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> </ul>
1.4	Are there any related policies/functions? If so what are they?	Corporate procurement policy, Conditions of contract for the provision of transport of School children and Conditions of contract for the provision of transport of Social Services Clients
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?	Appropriate operators who are able to comply with the above legislation and provide an efficient quality services for the clients needs.
1.8	What are the specific outcome measures?	Large and inclusive list of all operators who can meet these needs.
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?	Paul Young, Access Team, Planning and Review 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, procurement guidelines and industry quality standards
1.12	Has any consultation, explicitly on the policy/function, taken place? If so who was consulted and when?	Not known
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	Any operator wishing to provide transport either on an individual basis or through their own company can apply to be on WCC's register of operator's. We have drivers from various ethnic groups, religions, genders and ages. Vetting ensures that they have the appropriate licences, vehicles and staff resources (as quoted) and meet other transport related legislation to comply with the Authority's requirements. We are looking to provide cultural and disability awareness training for drivers across the board, in order to enhance the transport provision network. No contractor/driver is barred from going on the approved list unless there are valid legal reasons for this to be so i.e appropriate criminal convictions.
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
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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.