

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.	Environmental Services – ITS – Access Team
1.2	Title or brief description of the policy/function being screened.	Manage and train escorts
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"> • Improving customer access to our services and facilities • Safeguarding the County’s consumers and businesses
1.4	Are there any related policies/functions? If so what are they?	Corporate recruitment policy, HR Guidelines, Cross directorate Escort Policy, Corporate Health and Safety Guidelines
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 people employed by the Authority to meet the needs of clients as determined by client directorates. We as an employer offer relevant training to ensure these needs can be met by the staff.
1.8	What are the specific outcome measures?	Staff are well trained and able to meet the needs of the service they are required to provide ensuring a quality service of escort provision is provided.
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
1.12	Has any consultation, explicitly on the policy/function, taken place? If so who was consulted and when?	Corporate – unknown Escort Policy – Cross directorate 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	All escorts are employed in line with corporate recruitment guidelines that comply with all age, sex, race discrimination policies etc. Training is offered to all employees and no restriction is put on who this can apply to within the service relevant to the provision of transport they are employed upon. All escorts have to undertake basic Escort Training Course, First Aid Training Course and Team Teach Training Course and the first two have to be done within 3 months of them being employed. Disability awareness is featured in the Escort Training and Team Teach Training courses. There is no cultural awareness training provided at this moment in time. The recruitment breakdown is attached.
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.