

## 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.	PEP, Planning, Economy and Research, Research and Intelligence
1.2	Title or brief description of the policy/function being screened.	Performance monitoring against Equalities Standard
1.3	To which section of the Directorate or Corporate "business/service plan" does this relate?	PEP Service Improvement Plan 2006/07 5.Improving and Managing Performance Development and implementation of co-ordinated performance management approaches within Worcestershire County Council and across partner agencies
1.4	Are there any related policies/functions? If so what are they?	Worcestershire County Council Equalities and Diversity Policy
1.5	Screening carried out by	David Onions, Research Manager
1.6	Date of screening	21/03/07
1.7	What is the policy or function trying to achieve?	To improve and management of progress against the five levels of the Corporate Equalities Standard, give increased Directorate ownership, and an audit trail of this process and outcome
1.8	What are the specific outcome measures?	Milestones of having Level 2 monitoring live by end March 2007
1.9	Who is formally responsible for ensuring the delivery of this policy/function?	See 1.5, in conjunction with Rukhsana Koser, Equalities and Diversity Manager
1.10	Who is responsible for leading the delivery if different from 1.9?	Worcestershire County Council Corporate Equalities Board
1.11	Are their any priorities within this policy/function? If so what are they?	To broaden awareness of the requirements of the Corporate Equalities Standard, and making this information would widely available.
1.12	Has any consultation, explicitly on the policy/function, taken place? If so who was consulted and when?	Corporate Equalities Board – March 2006, June 2006, March 2007 Age and Disability Group – August 2006 Race and Religion Group – March 2006
1.13	Is equality monitoring in place for this policy/function?	System is in early stages of development. This will be addressed before the system becomes formally publicly available.

**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?			The presentation of the monitoring information using TEN™ Performance Manager complies with Equalities Legislation. However, and linked to 2.2-2.4 below, there would need to be improved mechanisms of making the information available in other languages, and as it is web-based to those with limited IT skills/access.
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?			See 2.1
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?			See 2.1
2.4	Could people from minority groups reasonably believe that they would be likely to get poorer benefits from the policy/function?			See 2.1



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.

