

Surrey County Council Equality Impact Assessment – Initial Screening Form



Service: Strategy and Policy Projects Service		Project: Equality and Diversity		Name of officer: Camilla Thrush	
1. Is this a major project i.e. high profile / will effect many people / will have a severe effect on some people?		Yes			
		High risk. Complete a full EIA			
2. Is the policy likely to have an impact on a specific group of people? (People from the E&D strands)		Yes			
		High risk. Complete a full EIA			
3. For policies that have a low risk of impact on the E&D strands and where possible improvements have been identified complete section 5 below and sections 3 and 4 of the full EIA.					
4. For policies that have a low risk of impact on the E&D strands and require no action to be taken complete section 5 below.					
5. If this policy is low risk please give or attach evidence to indicate how you have reached this conclusion:					

Equality and Diversity strands that the policy is to be assessed against:	Age		Belief / Faith		Disability		Gender		Race		Sexual Orientation		HR Issues Only	
Could the policy have a negative or positive impact? (Yes/No)	+	-	+	-	+	-	+	-	+	-	+	-	+	-
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	N/A	N/A

Head of Service Signed:

Date: 8th August 2007

Surrey County Council Full Equality Impact Assessment

1. Summary of impact identified by equality and diversity strand:

Age Positive Impact:	<p>The key drivers for the project were set following the recommendations of the Audit Commission Equality and Diversity Performance report 2006/07 and new legislation requiring a change in cultural attitude to E&D within SCC, which resulted in the need:</p> <ul style="list-style-type: none"> • To deliver a comprehensive and unifying system for managing E&D responsibilities throughout SSC based on the Equality Standard for Local Government (ESLG) framework and Comprehensive Performance Assessment (CPA) level 3 requirements • Achieve ESLG level 2 within duration of project • Raise profile of E&D agenda with leadership and staff in SCC • Engagement and involvement of stakeholders to increase our understanding, direct action plans, ensure meaningful Equality Impact Assessments (EIAs) and validate progress • Increase our understanding of staff and our communities to facilitate action planning • Increase the effectiveness of EIAs within SCC as a mechanism for driving continuous improvement • Improve communications of SCC's E&D policies agenda and progress • Deliver an E&D training strategy
Belief / Faith Positive Impact:	
Disability Positive Impact:	
Gender Positive Impact:	
Race Positive Impact:	
Sexual Orientation Positive Impact:	<p>As a result of the above all the work undertaken during the project has had a positive impact across the six strands of equality and diversity.</p>

2. Give details of involvement and consultation or research undertaken for each relevant equality and diversity strand, upon which this project has had an impact either internally or externally:

Age	<p>The project team have worked with consultants, groups, staff and organisations from all six strands throughout the project. This has included:</p> <ul style="list-style-type: none"> • Setting up the E&D training and monitoring panel • Working with the Surrey Disability Alliance • Setting up SCC first E&D Staff Network
Disability	
Belief / Faith	
Gender	<p>As part of the project the team have also undertaken extensive research into the legislative requirements for local government this has included:</p> <ul style="list-style-type: none"> • The use of information from the following websites: <ul style="list-style-type: none"> ○ Audit Commission ○ Communities and Local Government ○ Commission for Equality and Human Rights (CEHR) ○ Commission for Racial Equality ○ Disability Rights Commission ○ Equal Opportunities Commission ○ Gay Surrey ○ Gender Identity Research and Education Society ○ Office for Disability Issues ○ National Statistics
Race	
Sexual Orientation	

Section 2 continued:

Age	<p>The project team have also carried out engagement and consultation with voluntary and community sector (CVS) to ensure we represented the views of people from all six strands in the documentation we produced which includes:</p> <ul style="list-style-type: none">• Disability Engagement Document• Disability Engagement Feedback Document• Disability Equality Scheme• Equality and Diversity Action Policy Statement• Equality and Diversity Scheme and action plan• 'One Council' guidance on accessible events• Equality Impact Assessment Guidance (internal document)
Disability	
Belief / Faith	
Gender	
Race	
Sexual Orientation	<p>The above documents are available in print, EasyRead and / or can be downloaded from the SCC Website</p>

3. Recommendations to improve this project and related policies:

There are no recommendations to improve the outcomes delivered by the project, however the E&D Strategic Leadership Group (E&D SLG) and Directorate Implementation Groups (DIGs) have responsibility for embedding E&D into business as usual with Members and staff, and for ensuring the ongoing involvement of E&D groups, organisations and staff in future policy setting and service delivery.

4. Actions required to implement the EIA recommendations:

Action Plan:	Responsibility:	Date to be completed:
Review of E&D Scheme and action plan	Policy lead in PAPA	January 2008
Review of E&D Policy statement	Policy Lead in PAPA	June 2008
E&D Scheme and action plan performance monitoring	E&D SLG	Quarterly reporting

Action plan review date: January 2008

Name of person responsible for review: PAPA E&D Policy Lead

EIA Assessor: Camilla Thrush

Name Acting Head of Service: Michael Edley

Signed:



Date Completed: 8th August 2007

1. Signed hard copy and electronic version to be kept in your team for audit purposes
2. Send an electronic copy to the SCC 'Web Operations Team'

Date sent to Web Operations Team: 8th August 2007