Benefits: Savings to DC in terms of time, cost and efficiency

Outcomes: Improvement to service delivery through the gathering of knowledge and ideas from employees at all levels and creating inclusive decision making.

Objectives: To harness the views and ideas of all staff to seek innovative efficiencies that improve service delivery in a faster, cheaper, easier way whilst ensuring meaningful organisation and citizen sharing of knowledge and ideas at all levels of employees.

Aims: To create an environment within the organisation that promotes creative thinking.

Intended outcomes and who is likely to benefit from it.

Is this: New or Proposed

Already exists and is being reviewed

Service

Policy

Function

Strategy

Is this a:

Assessment Date: 15/03/2013

Directorate: Corporate Resources

Role: Project Lead

Responsible Officer: Julie Cox

Name of policy, strategy or function: Innovation

Ref:

Initial Screening - Stage 1 (see guidance information)

Birmingham City Council
There is no mechanism currently in place for systematically recording the characteristics of employees driving innovation that we know this is generally undertaken by senior managers who
are predominantly white and able-bodied.

The framework will give employees an idea of additional methods that can be used when working
involved in decision making and therefore add further diversity
communication and therefore adds further diversity
the majority of decisions are made by senior managers who aren't necessarily representative of
the community we serve. This policy is an attempt to enable a broader spectrum of the workforce to be
involved in decision making and therefore add further diversity

Service users are currently involved in service decision through survey, support groups, community forums
and surveys, etc and this will not change. The People Panel also provides an outlet for

Please provide an explanation for your 'Yes' or 'No' answer

Wider community
Yes
NO
Employees
Yes
NO
Service users

What does your current data tell you about who your policy, strategy, function or service
process.

6. The strategy is inclusive of all employees. Consideration will be given to any steps that can
be taken to ensure that under represented groups of employees are able to engage in this
strategy.

5. The strategy is inclusive of all employees. Ideas and knowledge provided by disabled people
will support decision making for services, policy and practice design to support disabled
people

4. Reasonable adjustments will be made where necessary to enable employees with disabilities
made for employees. Readiness and readiness of all employees to make reasonable adjustments
and procedures and is therefore inclusive. The strategy seeks to value

3. The innovation framework supports employees and service users when seeking to
provide for all staff to engage in sharing services. This will provide a mechanism to harness the
views and ideas of our diverse workforce

2. Seeks to view ideas of all employees regardless of their position and therefore an opportunity

due regard to the aims of the general duty?

2. Explain how the main aims of the policy, strategy, function or service will demonstrate

5. Fosters good relations?

4. Promote positive attitudes towards disabled people?

3. Eliminates discrimination, harassment and victimisation?

2. Advancement equality of opportunity?

1. Eliminates discrimination, harassment and victimisation?
6. Is an Equalities Assessment Required?

There will be no need to carry out a Full Equalities Assessment.

Please provide an explanation for your Yes or No answer.

Yes

No

5. Will the policy’s strategy, function or service require a live of people, including employees and service users?

The strategy will encourage creative thinking and knowledge / ideas sharing and will therefore not be delivered through current frameworks. The strategy will be delivered through current frameworks.

Please provide an explanation for your Yes or No answer.

Yes

No

4. Are there any aspects of the policy, strategy, function or service, including how it is delivered, that could contribute to inequality or access?

There will be no need to carry out a Full Equalities Assessment.

Please provide an explanation for your Yes or No answer.

Yes

No

3. If a Full Equalities Assessment is required, you will need to sign the declaration and complete the Declaration Form. Then forward this to your Directorate Coordinator.

The policy’s strategy, function or service changes to an Equalities Assessment.

Please provide an explanation for your Yes or No answer.

Yes

No

2. Has an Equalities Impact Statement been completed?

No

Yes
<table>
<thead>
<tr>
<th>Contact number:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Directorate:</td>
</tr>
<tr>
<td>Date undertaken:</td>
</tr>
<tr>
<td>Name: Officer/Group carrying out the Quality Check</td>
</tr>
</tbody>
</table>

Arrangements in the Directorate: The screening document has been checked using the agreed audit.

Summary statement: Measure taken by the business manager.

Chair: Signature

Declaration: A Full Equalities Assessment not required, the Initial Screening has demonstrated that there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.