



LOCAL DEVELOPMENT FRAMEWORK FOR WIRRAL

CORE STRATEGY DEVELOPMENT PLAN DOCUMENT

PREFERRED OPTIONS REPORT

EQUALITY IMPACT STATEMENT

NOVEMBER 2010

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Equality Impact Assessment

What is it?

It is a self-assessment tool to help our Council departments and services look at the likely positive and negative impact of their work on staff, members, service users / customers, partnerships, individuals and communities with regards to equality of opportunity in employment and service delivery.

The aim is to identify both positive and negative outcomes, and to take appropriate action to minimise or remove the negative outcomes.

Why do we need to do it?

The Council is committed to ensuring that it delivers all of its services in a fair and equal way. It also pledges to develop an inclusive and recruitment and selection procedure aimed at creating a strong and diverse workforce. This two-pronged approach ensures that we work towards removing barriers to our services and actively promote and support diversity.

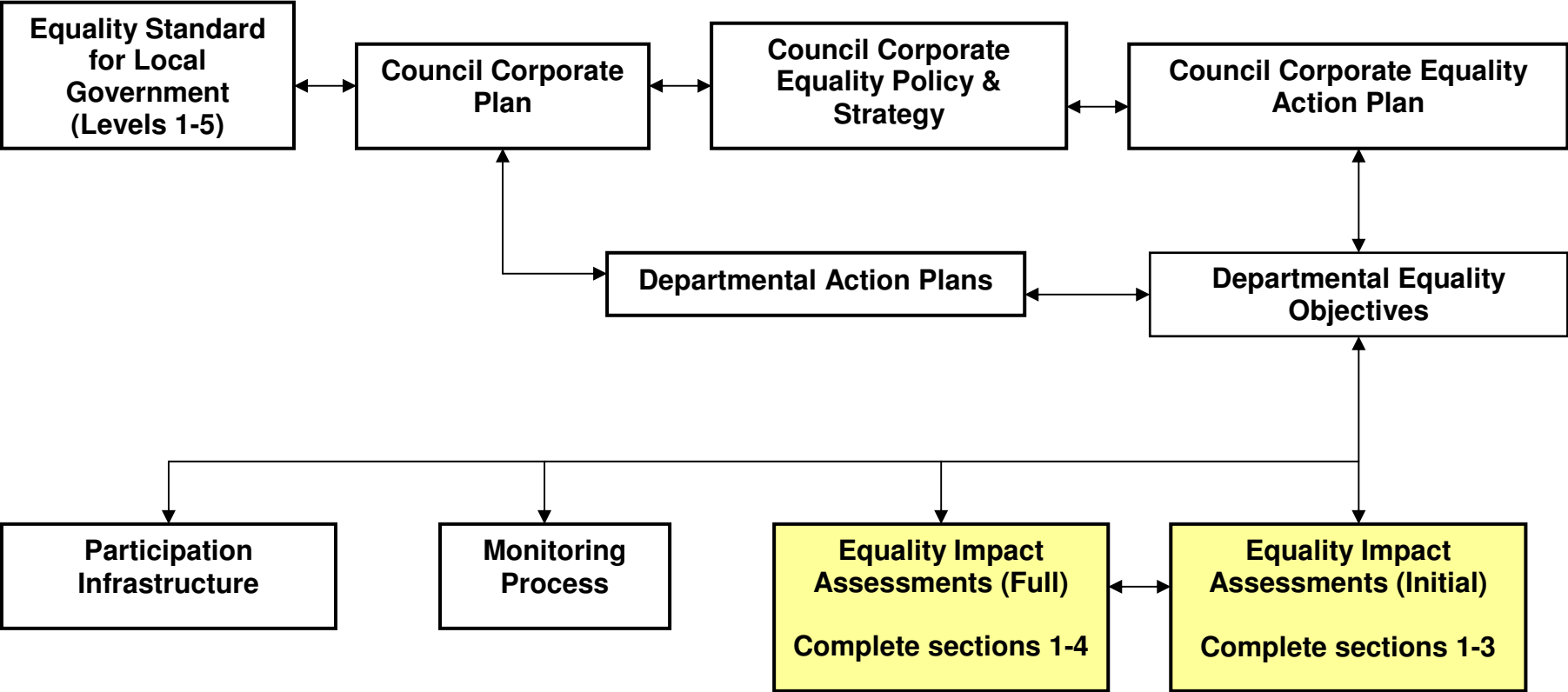
There have been some recent legislative changes in this area, including the requirement to create a gender equality scheme and increased expectations in tackling discrimination on the grounds of religion and faith, disability, age and sexual orientation. The legislation has also brought in the requirement to not only tackle discrimination but to actively promote diversity. This is a significant change to our responsibilities and one that will require us to act in different ways.

The Council's equality and diversity policy draws together in one document the legislative process, the council's service delivery commitments, employment commitments and policy statements in relation to the six pillars of the equality standard, which are:

- Age
- Disability
- Race
- Religion or Belief
- Gender
- Sexual Orientation

The Equality Standard for Local Government helps us to measure progress towards promoting diversity. The standard has five levels and Wirral council is currently at level two. In order to meet the requirements of the standard we need to ensure we carry out Equality Impact Assessments on all council functions, services, projects, strategies and policies.

Corporate overview of the process



Equality Impact Assessment

Section 1: Your details

(1.1) Department: Corporate Services

(1.2) Division: Strategic Development (Forward Planning)

(1.3) Assessment Lead: Rob Oates – Senior Planning Officer

(1.4) Telephone: 0151 691 8110

(1.5) Email: robertoates@wirral.gov.uk

(1.6) Who else will be involved in the process? (see guidance note 1)

Andrew Fraser	Forward Planning Manager
John Entwistle	Principal Forward Planning Officer
Eddie Fleming	Principal Planning Officer
David Butler	Principal Planning Officer
Faye Williams	Senior Planning Officer
Hannah Whitfield	Senior Planning Officer
Peter Cushion	Senior Planning Officer
Laura Myles	Planning Officer

(1.7) Please sign & date this form ...*R.A.Oates* (signed) 18 August 2010 (date)

Guidance Note 1:

For Initial EIA's it is best practice to involve the service / function manager, equality and diversity lead(s) and relevant frontline staff.

For Full EIA's it is best practice to involve the service / function manager, equality and diversity lead(s), relevant frontline staff, customers, appropriate external agencies, and the voluntary and community sector

Section 2: What is to be assessed?

(2.1) Name of service / function / project / strategy / policy to be assessed (see guidance note 2)

Local Development Framework Core Strategy Development Plan Document – Preferred Options Report

(2.2) Is this a new or existing service / function / project / strategy / policy?

The report has been prepared to set out the Preferred Options for developing policies for a new strategic planning policy document that will set out the long term vision, strategic objectives and broad locations for land use and development within Wirral as part of the Core Strategy Development Plan Document. Once adopted, the Core Strategy will form part of the statutory Development Plan and will be used in determining planning applications and in other decisions under the Town and Country Planning Acts.

(2.3) Which equality impact assessment are you completing?

Initial or Full

Guidance Note 2:

Service = your department / service area and its employees

Functions = your department / service area's activities

Projects = your department / service area's work programmes

Strategy = a plan of action intended to accomplish a specific goal

Policy = a plan of action to influence and determine decisions, actions and other matters

Procedure = a series of steps taken to implement a policy

Section 3: Let's do the Initial Equality Impact Assessment

3.1 Could a particular group of people be affected differently in either a negative or positive way by the service / function / project / strategy / policy?

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Disabled People	<ol style="list-style-type: none"> 1. Preferred Option 3 - Spatial Vision: By 2027, it is intended that Wirral will continue to offer a high quality of life for all and a significant reduction in social, economic, environmental and health disparities in the areas most in need of regeneration. 2. Preferred Spatial Objective 1 - Economic Revitalisation: The intention is to secure a higher density of jobs and businesses in areas that will be most accessible to the majority of the Boroughs' population. 3. Preferred Spatial Objective 2 - Housing Growth: The intention is to regenerate the older urban areas; improve housing conditions; and support the revitalisation of the housing market, by tackling the long term loss of population from areas where social, economic and environmental needs are greatest. 4. Preferred Spatial Objective 3 - Transport Accessibility: The intention is to ensure that new development is served by frequent public transport to support the vitality of local centres; reduce the need to travel; and provide a realistic means of transport to jobs and services. 5. Preferred Spatial Objective 4 - Neighbourhood Services: Will ensure that the network of district and local shopping centres is strengthened and retained to ensure a diverse range of shops and services that are capable of meeting everyday needs of local communities; in locations 		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Disabled People (cont...)	<p>that are easily accessible by a choice of means of transport.</p> <p>6. Preferred Option 4 - Broad Spatial Strategy: The consultation document sets out the preferred broad spatial option for focussed regeneration, targeting areas of greatest need to achieve economic revitalisation, housing market renewal and growth, social inclusion. Elsewhere the document will target local improvements to benefit local residents and enhance the environmental assets of the Borough.</p> <p>7. Preferred Option 12 - Retail Network: In defining boundaries to the hierarchy of centres identified within the Preferred Option, consideration will be given to transport accessibility and the range of shops and services available</p> <p>8. Preferred Option 13 - Distribution of Retailing: Prioritisation of Convenience Shopping Floorspace and Comparison Shopping Floorspace to existing centres in the identified hierarchy (under Preferred Option 12), will support a sequential approach to site selection. The improved accessibility to shopping centres higher up the hierarchy will have a positive impact for this equality group.</p> <p>9. Preferred Option 15 - Better Design: Making provision for better design which could cover the quality of layouts, surfaces and accessibility in new development.</p> <p>10. Preferred Option 17 - Developer Contributions: Contributions to transport and the public realm could help take into consideration the different requirements of disabled people in terms of access to services and accessibility to areas within the public realm.</p>		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Disabled People (cont...)	11. Preferred Option 18 - Green Infrastructure: Priorities for improvements and new provision will take into account the needs of all members of the community including those who are disabled.		
Lesbian, Gay & Bisexual People	<ol style="list-style-type: none"> 1. Preferred Option 3 - Spatial Vision: By 2027, it is intended that Wirral will continue to offer a high quality of life for all and a significant reduction in social, economic, environmental and health disparities in the areas most in need of regeneration. 2. Preferred Spatial Objective 1 - Economic Revitalisation: The intention is to secure a higher density of jobs and businesses in areas that will be most accessible to the majority of the Boroughs' population. 3. Preferred Spatial Objective 2 - Housing Growth: The intention is to regenerate the older urban areas; improve housing conditions; and support the revitalisation of the housing market, by tackling the long term loss of population from areas where social, economic and environmental needs are greatest. 4. Preferred Spatial Objective 3 - Transport Accessibility: The intention is to ensure that new development is located within easy walking distance of local centres and of regular and frequent public transport to support the vitality of local centres; reduce the need to travel; and provide a realistic means of transport to jobs and services. 		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Women	<ol style="list-style-type: none"> 1. Preferred Option 3 - Spatial Vision: By 2027, it is intended that Wirral will continue to offer a high quality of life for all and a significant reduction in social, economic, environmental and health disparities in the areas most in need of regeneration. 2. Preferred Spatial Objective 1 - Economic Revitalisation: The intention is to secure a higher density of jobs and businesses in areas that will be most accessible to the majority of the Boroughs' population. 3. Preferred Spatial Objective 2 - Housing Growth: The intention is to regenerate the older urban areas; improve housing conditions; and support the revitalisation of the housing market, by tackling the long term loss of population from areas where social, economic and environmental needs are greatest. 4. Preferred Spatial Objective 3 - Transport Accessibility: The intention is to ensure that new development is located within easy walking distance of local centres and of regular and frequent public transport to support the vitality of local centres; reduce the need to travel; and provide a realistic means of transport to jobs and services. 5. Preferred Option 9 - Affordable and Specialist Housing: Provision to make sure local needs such as affordable and specialist housing are taken into account, for example, in taking account of the needs of single parent families. 		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Men	<ol style="list-style-type: none"> 1. Preferred Option 3 - Spatial Vision: By 2027, it is intended that Wirral will continue to offer a high quality of life for all and a significant reduction in social, economic, environmental and health disparities in the areas most in need of regeneration. 2. Preferred Spatial Objective 1 - Economic Revitalisation: The intention is to secure a higher density of jobs and businesses in areas that will be most accessible to the majority of the Boroughs' population. 3. Preferred Spatial Objective 2 - Housing Growth: The intention is to regenerate the older urban areas; improve housing conditions; and support the revitalisation of the housing market, by tackling the long term loss of population from areas where social, economic and environmental needs are greatest. 4. Preferred Spatial Objective 3 - Transport Accessibility: The intention is to ensure that new development is located within easy walking distance of local centres and of regular and frequent public transport to support the vitality of local centres; reduce the need to travel; and provide a realistic means of transport to jobs and services. 5. Preferred Option 9 - Affordable and Specialist Housing: Provision to make sure local needs such as affordable and specialist housing are taken into account, for example, in taking account of the needs of single parent families. 		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Transgendered People	<ol style="list-style-type: none"> 1. Preferred Option 3 - Spatial Vision: By 2027, it is intended that Wirral will continue to offer a high quality of life for all and a significant reduction in social, economic, environmental and health disparities in the areas most in need of regeneration. 2. Preferred Spatial Objective 1 - Economic Revitalisation: The intention is to secure a higher density of jobs and businesses in areas that will be most accessible to the majority of the Boroughs' population. 3. Preferred Spatial Objective 2 - Housing Growth: The intention is to regenerate the older urban areas; improve housing conditions; and support the revitalisation of the housing market, by tackling the long term loss of population from areas where social, economic and environmental needs are greatest. 4. Preferred Spatial Objective 3 - Transport Accessibility: The intention is to ensure that new development is located within easy walking distance of local centres and of regular and frequent public transport to support the vitality of local centres; reduce the need to travel; and provide a realistic means of transport to jobs and services. 		
Black & Racial Minority People (please state which group)	<ol style="list-style-type: none"> 1. Preferred Option 3 - Spatial Vision: By 2027, it is intended that Wirral will continue to offer a high quality of life for all and a significant reduction in social, economic, environmental and health disparities in the areas most in need of regeneration. 2. Preferred Spatial Objective 1 - Economic Revitalisation: The intention is to secure a higher density of jobs and businesses in areas that will 		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Black & Racial Minority People (cont..)	<p>be most accessible to the majority of the Boroughs' population.</p> <ol style="list-style-type: none"> 3. Preferred Spatial Objective 2 - Housing Growth: The intention is to regenerate the older urban areas; improve housing conditions; and support the revitalisation of the housing market, by tackling the long term loss of population from areas where social, economic and environmental needs are greatest. 4. Preferred Spatial Objective 3 - Transport Accessibility: The intention is to ensure that new development is located within easy walking distance of local centres and of regular and frequent public transport to support the vitality of local centres; reduce the need to travel; and provide a realistic means of transport to jobs and services. 5. Preferred Option 9 - Affordable and Specialist Housing: Provision to make sure local needs such as affordable and specialist housing are taken into account. 6. Preferred Option 12 - Retail Network: In defining boundaries to the hierarchy of centres identified within the Preferred Option, consideration will be given to transport accessibility and the range of shops and services available 7. Preferred Option 13 - Distribution of Retailing: Prioritisation of Convenience Shopping Floorspace and Comparison Shopping Floorspace to existing centres in the identified hierarchy (under Preferred Option 12), will support a sequential approach to site selection. The improved accessibility to shopping centres higher up the hierarchy will have a positive impact for this equality group. 		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Older People (60+)	<ol style="list-style-type: none"> 1. Preferred Option 3 - Spatial Vision: By 2027, it is intended that Wirral will continue to offer a high quality of life for all and a significant reduction in social, economic, environmental and health disparities in the areas most in need of regeneration. 2. Preferred Spatial Objective 2 - Housing Growth: The intention is to regenerate the older urban areas; improve housing conditions; and support the revitalisation of the housing market, by tackling the long term loss of population from areas where social, economic and environmental needs are greatest. 3. Preferred Spatial Objective 3 - Transport Accessibility: The intention is to ensure that new development is located within easy walking distance of local centres and of regular and frequent public transport to support the vitality of local centres; reduce the need to travel; and provide a realistic means of transport to jobs and services. 4. Preferred Spatial Objective 4 - Neighbourhood Services: Will ensure that the network of district and local shopping centres is strengthened and retained to ensure a diverse range of shops and services that are capable of meeting everyday needs of local communities; in locations that are easily accessible by a choice of means of transport, including walking and cycling. 5. Preferred Option 4 - Broad Spatial Strategy: The consultation document sets out the preferred broad spatial option for focussed regeneration, targeting areas of greatest need to achieve economic revitalisation, housing market renewal and growth, social inclusion. Elsewhere the document will target local improvements to benefit local residents and enhance the environmental assets of the Borough. 		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Older People (60+) (cont...)	<p>6. Preferred Option 9 - Affordable and Specialist Housing: Provision to make sure local needs such as affordable and specialist housing are taken into account.</p> <p>7. Preferred Option 12 - Retail Network: In defining boundaries to the hierarchy of centres identified within the Preferred Option, consideration will be given to transport accessibility and the range of shops and services available.</p> <p>8. Preferred Option 13 - Distribution of Retailing: Prioritisation of Convenience Shopping Floorspace and Comparison Shopping Floorspace to existing centres in the identified hierarchy (under Preferred Option 12), will support a sequential approach to site selection. The improved accessibility to shopping centres higher up the hierarchy will have a positive impact for this equality group.</p> <p>9. Preferred Option 14 - Decentralised Energy: The encouragement of energy efficiency measures combined with the use and development of renewable, decentralised and low carbon energy could help to improve the lives of those suffering from fuel poverty.</p> <p>10. Preferred Option 15 - Better Design: Making provision for better design which could cover the quality of layouts, surfaces and accessibility in new development.</p> <p>11. Preferred Option 17 - Developer Contributions: Contributions to transport and the public realm could help take into consideration the different requirements of older people in terms of access to services and accessibility to areas within the public realm.</p>		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Younger People (17-25) and Children (male or female)	<ol style="list-style-type: none"> 1. Preferred Option 3 - Spatial Vision: By 2027, it is intended that Wirral will continue to offer a high quality of life for all and a significant reduction in social, economic, environmental and health disparities in the areas most in need of regeneration. 2. Preferred Spatial Objective 1 - Economic Revitalisation: The intention is to secure a higher density of jobs and businesses in areas that will be most accessible to the majority of the Boroughs' population. 3. Preferred Spatial Objective 2 - Housing Growth: The intention is to regenerate the older urban areas; improve housing conditions; and support the revitalisation of the housing market, by tackling the long term loss of population from areas where social, economic and environmental needs are greatest. 4. Preferred Spatial Objective 3 - Transport Accessibility: The intention is to ensure that new development is located within easy walking distance of local centres and of regular and frequent public transport to support the vitality of local centres; reduce the need to travel; and provide a realistic means of transport to jobs and services. 5. Preferred Spatial Objective 4 - Neighbourhood Services: Will ensure that the network of district and local shopping centres is strengthened and retained to ensure a diverse range of shops and services that are capable of meeting everyday needs of local communities; in locations that are easily accessible by a choice of means of transport, including walking and cycling. 6. Preferred Option 4 - Broad Spatial Strategy: The consultation document sets out the preferred broad spatial option for focussed 		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Younger People (17-25) and Children (male or female) (cont...)	<p>regeneration, targeting areas of greatest need to achieve economic revitalisation, housing market renewal and growth, social inclusion. Elsewhere the document will target local improvements to benefit local residents and enhance the environmental assets of the Borough.</p> <p>7. Preferred Option 9 - Affordable and Specialist Housing: Provision to make sure local needs such as affordable and specialist housing are taken into account, for the 17 – 25 year old age group.</p> <p>8. Preferred Option 11 - Distribution of Employment: The intention is to secure a higher density of jobs and businesses in areas that will be most accessible to the majority of the Boroughs' population.</p> <p>9. Preferred Option 12 - Retail Network: In defining boundaries to the hierarchy of centres identified within the Preferred Option, consideration will be given to transport accessibility and the range of shops and services available.</p> <p>10. Preferred Option 15 - Better Design: Making provision for better design which could cover the quality of layouts, surfaces and accessibility in new development.</p> <p>11. Preferred Option 18 - The Preferred Option will set Borough-wide standards for the quantity, quality and accessibility for a broad range of recreational space including provision for children and young people.</p>		
Religious / Faith Groups	<p>1. Preferred Option 3 - Spatial Vision: By 2027, it is intended that Wirral will continue to offer a high quality of life for all and a significant reduction in social, economic, environmental and health disparities in the areas most in need of regeneration.</p>		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Religious / Faith Groups (cont...)	<p>2. Preferred Spatial Objective 1 - Economic Revitalisation: The intention is to secure a higher density of jobs and businesses in areas that will be most accessible to the majority of the Boroughs' population.</p> <p>3. Preferred Spatial Objective 2 - Housing Growth: The intention is to regenerate the older urban areas; improve housing conditions; and support the revitalisation of the housing market, by tackling the long term loss of population from areas where social, economic and environmental needs are greatest.</p> <p>4. Preferred Spatial Objective 3 - Transport Accessibility: The intention is to ensure that new development is located within easy walking distance of local centres and of regular and frequent public transport to support the vitality of local centres; reduce the need to travel; and provide a realistic means of transport to jobs and services.</p> <p>5. Preferred Spatial Objective 4 - Neighbourhood Services: Will ensure that the network of district and local shopping centres is strengthened and retained to ensure a diverse range of shops and services that are capable of meeting everyday needs of local communities; in locations that are easily accessible by a choice of means of transport, including walking and cycling. This is of particular relevance to the siting of places of worship.</p> <p>6. Preferred Option 4 - Broad Spatial Strategy: The consultation document sets out the preferred broad spatial option for focussed regeneration, targeting areas of greatest need to achieve economic revitalisation, housing market renewal and growth, social inclusion. Elsewhere the document will target local improvements to benefit local residents and enhance the environmental assets of the Borough.</p>		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
<p>Other excluded groups</p> <p>Gypsies & Travellers and Travelling Showpeople</p>	<ol style="list-style-type: none"> 1. Preferred Option 3 - Spatial Vision: By 2027, it is intended that Wirral will continue to offer a high quality of life for all and a significant reduction in social, economic, environmental and health disparities in the areas most in need of regeneration. 2. Preferred Spatial Objective 1 - Economic Revitalisation: The intention is to secure a higher density of jobs and businesses in areas that will be most accessible to the majority of the Boroughs' population. 3. Preferred Spatial Objective 3 - Transport Accessibility: The intention is to ensure that new development is located within easy walking distance of local centres and of regular and frequent public transport to support the vitality of local centres; reduce the need to travel; and provide a realistic means of transport to jobs and services. 4. Preferred Spatial Objective 4 - Neighbourhood Services: Will ensure that the network of district and local shopping centres is strengthened and retained to ensure a diverse range of shops and services that are capable of meeting everyday needs of local communities; in locations that are easily accessible by a choice of means of transport, including walking and cycling. 5. Preferred Option 10 - Gypsies and Travellers: The Preferred Option will show evidence of need and demand as well as dealing with issues relating to highway access; access to local services and amenities; impact on local character; environmental considerations; and any other related requirements for such a development. 6. Preferred Option 11 - Distribution of Employment: The intention is to secure a higher density of jobs and businesses in areas that will be most accessible to the majority of the Boroughs' population. 		

Equality Group	Positive Impact (Benefits) Please number each one	Negative Impact (Disadvantages) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' (Guidance note 3)
Other excluded groups Gypsies & Travellers and Travelling Showpeople (cont...)	<p>7. Preferred Option 12 - Retail Network: In defining boundaries to the hierarchy of centres identified within the Preferred Option, consideration will be given to transport accessibility and the range of shops and services available.</p> <p>8. Preferred Option 15 - Better Design: Making provision for better design which could cover the quality of layouts, surfaces and accessibility in new development.</p>		

Note: If you have rated any negative impact(s) as 'High' please go straight to Section 4 to complete a full assessment.

Note: If you have rated any negative impact as 'Low' or 'Medium please complete the rest of this section on pages 9 and 10.

Guidance Note 3: How to assess negative impacts

Low = It is not discriminatory according to current legislation. However, it might not be seen as being in line with best practice.

Medium = It is not discriminatory according to current legislation. However, it is not in line with the council's Corporate Equality Policy and/or Strategy

High = It is discriminatory according to current anti-discrimination legislation (i.e. it is unlawful), and therefore contravenes the council's Equality Policy

3.2 Please list below any actions that you plan to take as a result of any negative impact

Low or medium negative impact	Action required to remove or minimise the impact	Lead person	Timescale	Resource implications	Any other comments
The previous Equality Impact Statement for the Spatial Options Report identified that the focus on tackling the high levels of deprivation, social and health inequalities identified in parts of east Wirral may mean that that this matter is not addressed in other parts of the Borough.	The Core Strategy to allow for identified local needs to be addressed.	Andrew Fraser	By August 2010	None	The revised Preferred Options Report promotes a broader strategy which will allow needs to be addressed across a wider geographical area.
The previous Equality Impact Statement for the Spatial Options Report identified that the Council does not yet have a robust diversity profile for Wirral. The precise scale of any impact cannot be currently determined.	Ensure the Core Strategy takes account of the Council's Equality Watch Scheme 2009 – 2012.	Andrew Fraser	By August 2010	None	Initial community cohesion mapping exercise is expected Autumn 2010

3.3 Could you improve the positive impact(s)? Please explain how

Not at this stage. Further amendments will be subject to further public consultation.

3.4 If you have identified no negative impact, then please explain how you reached that decision

Each Preferred Option and Spatial Objective within the Preferred Options Report has been independently screened against impacts for the range of equality groups identified.

The Preferred Options Report is considered to address the need for social, economic and environmental disparities to be reduced for all residents across Wirral. The Options identified within the Report are designed to improve the quality of life of all social groups and it is considered that there will be no negative impacts resulting from them.

The results of the assessment are included in the spreadsheet attached.

Thank you for completing the initial assessment (please email a copy of this report to equalitywatch@wirral.gov.uk)

Please note that the lead assessment person is responsible for ensuring the actions on pages 9 and 10 are incorporated into your Departmental Plan.

Section 4: Now let's do the Full Equality Impact Assessment (only to be completed if any negative impact was identified as 'high')

4.1 Looking back at pages 7 & 8, in which equality areas are there concerns?

Disability

Sexual Orientation

Gender

Race

Age

Religion & Faith

4.2 Please summarise the negative impact (s)

4.3 What consultation has taken place with local people / groups in order to complete this full EIA?

4.4 What consultation has taken place with Wirral Council staff / members / those we work in partnership with / those we contract with in order to complete this full EIA?

4.5 What equality group research / studies / reports have you referred to in order to complete this full EIA?

4.6 What monitoring / evaluation process do you use to collect equality group data (quantitative and qualitative)?

4.7 Please list below any actions that you plan to take as a result of this full equality impact assessment

High Negative Impact	Action to be taken	Lead person	Timescale	Resource implications	Any other comments

Thank you for completing the full assessment (please email a copy of this report to equalitywatch@wirral.gov.uk)

Please note that the lead assessment person is responsible for ensuring the above actions are incorporated into your departmental plan.

User Reference Guide

Legislation

There are currently 6 strands to the framework of UK equality legislation:

1. Gender: Sex Discrimination Act 1975, Gender Recognition Act 2004
2. Race: Race Relations Act 1976
3. Disability: Disability Discrimination Act 1995
4. Sexual Orientation: Employment Equality [Sexual Orientation] Regulations 2003
5. Religion & Belief: Employment Equality [Religion or Belief] Regulations 2003
6. Age: Employment Equality [Age] Regulations 2006

For further information and to view amendments to the above Acts please visit www.equalityhumanrights.com (Equality & Human Rights Commission).

Equality Standard for Local Government

Improvement & Development Agency	www.idea.gov.uk
Local Government Association	www.lga.gov.uk
Audit Commission	www.audit-commission.gov.uk
Government Equalities Unit	www.womenandequalityunit.gov.uk

Useful Websites

Age Concern	www.ageconcern.org.uk
Breakthrough UK	www.breakthrough-uk.com
Communities & Local Government	www.communities.gov.uk
Disability Now	www.disabilitynow.org.uk
Discrimination at Work Issues	www.direct.gov.uk
Sexual Orientation Issues	www.lgf.org.uk
Women's Issues	www.womenandequalityunit.gov.uk
Trans People's Issues	www.pfc.org.uk
Race Issues	www.runnymedetrust.org
Younger People's Issues	www.nya.org.uk