



Equality Impact Assessment Toolkit (March 2018)

Section 1: Your details

EIA lead Officer: Julie Mann

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Head of Section: Julie Williams

Chief Officer: Andrew Elkington

Directorate: Delivery Services

Date: 9/03/18

Section 2: What Council proposal is being assessed?

A proposal to deliver Birkenhead Central reference library services in an alternative way from 5 pm each evening that the library is currently open (Monday, Tuesday, Thursday). During evening times the reference library will still be open via appointment. Customers can ask at the main lending if they wish to be accompanied to the reference library. Papers will be provided in the main lending library. Computer access will be available in the ground floor PC suite.

Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

No

If 'yes' please state which meeting and what date

.....

Please select hyperlink to where your EIA is/will be published on the Council's website

Section 3: Does the proposal have the potential to affect.....

✓ **Services**

✓ **The workforce**

✓ **Communities**

Other (please state e.g. Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

None (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

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Section 4:

Could the proposal have a positive or negative impact on any protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
<p>Race</p> <p>Birkenhead and Tranmere ward has the highest number of Asian / Asian British residents in the ward.</p> <p>Birkenhead and Tranmere ward has the highest number of Black / African / Caribbean /Black British residents in Wirral.</p>	<p>Service accessibility:</p> <p>The proposal should not adversely affect any residents on the grounds of race or household language.</p>	<p>Mitigation:</p>			
<p>Gender</p> <p>49% female, 51% male</p>	<p>Service accessibility:</p> <p>This ward has a marginally lower proportion of female residents but it is not</p>	<p>Mitigation:</p>			

	anticipated that the proposal will adversely affect females over males.				
<p>Disability</p> <p>10.4 % of residents describe their health as bad to very bad</p>	<p>Service accessibility:</p> <p>Higher than Wirral average proportion of residents with long-term health problem or disability that limits daily activities a lot (i.e. lack of mobility) may be affected by this proposal.</p>	<p>Mitigation:</p> <p>Staff will be able to access any urgently required material outside the normal opening hours on request for customers to use in the main library.</p> <p>There are some reference resources available in the evenings at other central libraries (Bebington, Birkenhead & West Kirby</p> <p>Online reference resources are available 24/7.</p>			None
<p>Gender Reassignment</p>	<p>Service accessibility:</p> <p>It is not anticipated that the proposal will adversely affect this protected group over any others.</p>	<p>Mitigation:</p>			None
<p>Age</p> <p>25.7% under 17 63.3% 18-64</p>	<p>Service accessibility:</p> <p>This ward has the highest number residents under 17 on the Wirral.</p> <p>School age children could be affected by the reduced availability of study resources</p>	<p>Mitigation:</p> <p>Staff will be able to access any urgently required material outside the normal opening hours on request for customers to use in the</p>			

	and access to IT facilities although they will still have access to the childrens library..	main library. There are some reference resources available in the evenings at other central libraries (Bebington, Birkenhead & West Kirby Online reference resources are available 24/7.			
Pregnancy and Maternity	Service accessibility: It is not anticipated that the proposal will adversely affect this protected group over any others.	Mitigation:			None
Religion and Belief Christian/no religion/not stated 95.4%	Service accessibility: It is not anticipated that the proposal will adversely affect this protected group over any others. .	Mitigation:			None
Sexual Orientation	Accessibility to services: It is not anticipated that the proposal will adversely affect this protected group over	Mitigation:			None

	any others.				
Marriage and Civil Partnership	<p>Accessibility to Services</p> <p>It is not anticipated that the proposal will adversely affect this group over any others.</p>	Mitigation			None
Socio-economic	<p>Accessibility to Services</p> <p>Higher than average levels of deprivation in this ward.</p> <p>No late evening provision may restrict access to full time workers.</p>	<p>Mitigation</p> <p>Staff will be able to access any urgently required material outside the normal opening hours on request for customers to use in the main library.</p> <p>There are some reference resources available in the evenings at other central libraries (Bebington, Birkenhead & West Kirby</p> <p>Online reference resources are available 24/7.</p>			
Access to transport	<p>Accessibility to Services</p> <p>Lower than average access to cars. The proposal could mean longer journeys to nearest available reference library in the</p>	Mitigation			

	<p>evenings.</p>	<p>material outside the normal opening hours on request for customers to use in the main library.</p> <p>There are some reference resources available in the evenings at other central libraries (Bebington, Birkenhead & West Kirby</p> <p>Online reference resources are available 24/7.</p>			
Staff	<p>Staff will make fewer journeys between sites during evening shifts. This will reduce time lost in travelling and travel costs and may improve morale.</p>				

Section 4a: Where and how will the above actions be monitored?

By obtaining customer feedback.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

Section 5: What research / data / information have you used in support of this process? 2011 census.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

By making comments forms available to the public.

Section 8: Have you remembered to:

- a) Select appropriate directorate hyperlink to where your EIA is/will be published (section 2a)
- b) Include any potential positive impacts as well as negative impacts? (section 4)
- c) Send this EIA to engage@wirral.gov.uk via your Chief Officer?

- d) Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?

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