

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer:** Simon Bellamy

**Email address:** Simonbellamy@wirral.gov.uk

**Head of Section:** Damian Walsh

**Chief Officer:** **Director** - Nicki Butterworth,  
**Assistant Director** – Andy McCartan

**Directorate:** Neighbourhoods/Leisure Services

**Date:**

## **Section 2: What Council proposal is being assessed?**

Council Budget Option Proposal  
Closure of Europa Pools, Birkenhead  
Saving of £640,000

## **Section 2a: Will this EIA be submitted to a Committee meeting?**

**Yes** - Policy and Resources Committee 17<sup>th</sup> February 2021

**Hyperlink to where your EIA is/will be published on the Council's website**

<https://democracy.wirral.gov.uk/ecCatDisplay.aspx?sch=doc&cat=13797>

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

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

X **Services** – Proposed closure of a facility – swimming pools, sensory room, gym, relax areas, catering, studio

X **The workforce** – Proposed closure could result in redundancy or redeployment or an opportunity to utilise EVR/VS.

X **Communities** – Reduction in local services within an area of deprivation. Potential local and wider Wirral impact

X **Other** – Education. Local clubs, health

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](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:**

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

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
Age	<p>Negative Impact</p> <p>Closure would impact many resident groups and users across all ages from mums and toddlers, through to regional and national swimmers and the ageing population within the Borough. It would impact the ability to deliver key stages for swimming within education (delivered via Edsential). It would Impact the swim wirral offer of teaching a life skill. It would impact club swimmers and groups accessing the site for competition and events.</p>	<p>Potential to move some of the groups to other facilities within the service.</p> <p>There will be pressure on pool time and allocation of space.</p> <p>Preference could be given to education sessions and new programming would need to be considered across the service for all pools.</p> <p>Please note – services will be re-opening with a reduced offer during the COVID recovery period and it may not be possible to accommodate all groups</p>	Andy McCartan	Dependent upon budget option agreements via P&R committee	TBC

		<p>within the remaining sites initially.          Consideration will be given to groups most negatively affected</p>			
Disability	<p>Negative Impact          Closure of a specific sensory room for children and young adults with disabilities          Closure would also impact access to swimming for individuals with a wide range of disabilities. It would negatively impact those accessing services with carers and complex needs and support structures</p>	<p>Consult with user groups and endeavour to accommodate sessions within other pools and facilities. Consideration given to groups/clubs joining to maximise utilisation of pool space.          Consideration given to accessibility and transport would also need to be considered.</p> <p>Please note – services will be re-opening with a reduced offer during the COVID recovery period and it may not be possible to accommodate all groups within the remaining sites initially.          Consideration will be given to groups most negatively affected.</p>	Andy McCartan	Dependent upon budget option agreements via P&R committee	TBC

Socio economic	<p>Negative Impact</p> <p>The location of the facility is within Birkenhead (an area of deprivation) and closing the facility would impact on lower socio economic groups within the Borough as they would then need to travel to access services or stop accessing facilities which may negatively impact health and well-being of residents/users</p>	<p>Programming at all other pools to accommodate displaced users from Europa pools and also accommodate more fun and family sessions.</p> <p>Consideration given to price points and accessibility.</p> <p>Consideration also given to travel planning.</p> <p>Please note – services will be re-opening with a reduced offer during the COVID recovery period and it may not be possible to accommodate all groups within the remaining sites initially.</p> <p>Consideration will be given to groups most negatively affected</p>	Andy McCartan	Dependent upon budget option agreements via P&R committee	TBC
Pregnancy and maternity	<p>Negative Impact</p> <p>Closure of the facility would see reduction in targeted sessions for pre and post natal groups.</p>	<p>Re-programming at other facilities and expanding the programme where possible in quiet slots.</p> <p>Please note – services will be re-opening with a reduced offer during the COVID recovery period and it may not be possible to accommodate all groups within the remaining sites</p>	Andy McCartan	Dependent upon budget option agreements via P&R committee	TBC

		initially. Consideration will be given to groups most negatively affected			
Workforce	<ul style="list-style-type: none"> <li>• This proposal affects the equivalent of 28.40 FTE.</li> <li>• There are currently 7 vacancies within the establishment (164.41 hours)</li> <li>• This proposal affects 37 established staff.</li> <li>• There is currently an EVR/VS option being explored by the Council. At this stage of the proposal, it is not possible to identify the potential implications this may have on individual employees. Once considerations have been further progressed, we will undertake an audit of employees directly affected and take account of any impact associated to protected characteristics.</li> </ul> <p>Any adverse impact on employees protected characteristics is unintentional and employees will be supported through the consultation process.</p>	The Council's Redundancy and Redeployment Policy which sets out the Council's Policy and Procedures for organisational change, including redundancy and ring fence situations. The Council has a legal obligation to consult with affected employees, explore alternatives and seek to avoid/mitigate against compulsory redundancies.			

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

Via the budget options report and committee process. This will dictate whether the facility closes. If the facility closes leisure services will need to monitor feedback from users and groups and endeavour to assimilate within other sites. Review of operations and programming based upon the budget options outcome. All sessions will be monitored monthly and feedback provided in terms of numbers attending sessions and financial impact

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

NA

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

The Council has used various data sets including finance, attendance levels and business impact so that it can achieve a balanced legal budget

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

Yes

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

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

Public consultation was undertaken from December 21<sup>st</sup>, 2020 through until January 22<sup>nd</sup>, 2021 via the 'have your say' platform.

Community consultation outreach 4<sup>th</sup> – 19<sup>th</sup> January 2021

Council comms team led on the external communication element.

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

**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](mailto: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](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**