



## Equality Impact Assessment Toolkit (January 2021)

### Section 1: Your details

**EIA lead Officer:** Simon Bellamy

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**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

Review of golf operations to include potential closure or outsource to a third party. This proposal affects Brackenwood, Arrowe Park, The Warren, Hoylake, Wallasey Beach and Kings Parade.

Budget saving of £273,000

### 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** – potential option as a closure for golf
- X **The workforce** – potential for redundancies or TUPE transfer dependent upon the option outcome
- X **Communities** – Reduction in local services or transfer to alternative provider
- X **Other** – golf clubs and societies utilising the facilities

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 |
|--|---|---|---------------|---|-----------------------|
| All  | <p><b>Negative Impact – Closure</b><br/>Closure would see a negative impact on golf users – many of whom are within the ageing population in Wirral.</p> <p><b>Positive Impact – Transfer to a 3<sup>rd</sup> party</b><br/>This will enable all user groups to still access the facilities with potential for improved facilities.</p> | <p>There are numerous private courses available across the Wirral that could accommodate displaced golf members/users.</p> <p>Potential to work with new provider to agree rates with members at point of transfer.</p> <p>Please note – services will be re-opening with a slightly 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><b>Negative Impact – Closure</b><br/> May impact on resident’s ability to afford to play golf. The municipal courses are affordable compared to the private sector.<br/> Similarly controls would need to be in place if outsourced to a 3<sup>rd</sup> party to ensure affordability is continued by a new provider.</p> <p><b>Positive Impact – Transfer to a 3<sup>rd</sup> party</b><br/> Ensures continuity of municipal golf</p> | <p>The Council could work with local private sector clubs to transfer members/users.</p> <p>Private clubs tend to have higher membership rates and casual green fees and the Council would need to agree as part of the contractual arrangements any future protected arrangements</p> <p>Please note – services will be re-opening with a slightly 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 |
| Workforce      | <ul style="list-style-type: none"> <li>• This proposal affects the equivalent of 8.9 FTE.</li> <li>• There are currently 2 vacancies within the establishment (62 hours)</li> <li>• This proposal affects 8 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</li> </ul>         | <p>Any adverse impact on employees protected characteristics is unintentional and employees will be supported through the consultation process.</p> <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</p>  |               |   |     |

|  |   |   |  |  |  |
|--|---|---|--|--|--|
|  | 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. | 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.  
If the facilities are closed feedback will be directed towards the Council  
If facilities are outsourced then a contract monitoring position would be created

**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?**