

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Paul Smith

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Head of Section: Paul Smith

Chief Officer: Simone White

Directorate: Children, Families and Education

Date: 27 July 2021

Section 2: What Council proposal is being assessed?

Annual Review of Lifelong Learning – 2019/20 academic year

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

Yes, the report will be submitted to a meeting of the Children, Families and Education Committee, 13th September 2021

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

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

Section 3: Does the proposal have the potential to affect

Services

The workforce

✓ **Communities**

✓ **Other** (Partners and Private Sector, Voluntary & Community Sector)

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
Partners, voluntary and community organisations	<p>Positive Impact For delivery of adult community learning to be successful the service has to work closely with Third Sector organisations recognising the services they provide and their reach in to local communities.</p> <p>Opportunities for Third Sector organisations include access to additional funding through tendering processes (Council Adult Education Budget) and capacity building through upskilling of staff and support with education and training delivery.</p>	<p>Representation on the Governing Board from the Third Sector.</p> <p>Induction and training offered to Third Sector organisations delivering adult education alongside service.</p>	Kevin Norris, Curriculum Manager	Ongoing	Annually funding is made available to support the Third Sector via neighbourhood learning in deprived communities (£100,000 in the 2021/22 academic year)
Residents	The Lifelong Learning Service seeks to engage workless adults in the more deprived	The curriculum offer is tailored to meet the needs	June Vernon	Ongoing	Adult Education

	communities across the borough and provide education and training pathways to further learning and / or employment.	and entry point of respective adult learners. The curriculum model is aligned to the local labour market (informed by Jobcentre Plus) and curriculum opportunities offered at Wirral Met College.			Budget provided by the Liverpool City Region Combined Authority as a grant annually (£982,326)
Race and Religion	Ensure local community access to the service.	Any identified barriers to access have been assessed and local planning takes account of these. The service is aligned to the Council Access Strategy.	Paul Smith	September 2021	N/A
		Ensure the service links with the Council translation and interpretation support service.	June Vernon	September 2021	N/A
Disability	Service delivery locations need to take accounts of the needs of disabled adults.	The service will be delivered from the Council's Library facilities, The Lauries Centre and other voluntary and community venues which have enabled access for disabled people. Ensure accessible communication types including digital / internet based	Paul Smith	September 2021	N/A

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

Governance will be provided through the Lifelong Learning Governance Board which is Chaired by senior officer of Wirral Council.

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

The objectives of the Service are strongly aligned with the Wirral Council Plan 2020-25, seeking to reduce inequalities and improve life chances for children and young people and families in disadvantaged areas. The monitors its performance against agreed Equality and Diversity Impact Measures monthly and the EIA will be updated accordingly.

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

Participating adult learner enrolment forms, individualised learner record data, learner feedback by course and destination survey analysis.

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

No. I am not planning any significant changes to the local course timetable or delivery arrangements.

(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?

The views of adults participating on all adult learning programmes are systematically sought after each engagement. Equality and diversity data is also monitored by the curriculum managers weekly and the service governing board termly.

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?**