

Equality Impact Assessment Toolkit (March 2017)

Section 1: Your details

EIA lead Officer: Stuart Bellerby

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Head of Section: Daniel Kirwan

Chief Officer: Shaer Halewood

Directorate: Resources

Date: 01/02/2021

Section 2: What Council proposal is being assessed?

2021/22 Budget option proposal - traded services review

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

Yes

If 'yes' please state which meeting and what date

Policy and Resources Committee 17th 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..... (please tick relevant boxes)

- X **Services**
- X **The workforce**
- X **Communities**
- X **Other** e.g. schools and private sector providers of services provided to schools

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)

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	Potential positive impact from new refocused school traded services becoming more commercial and more opportunities becoming available, impacting internally and externally.		Daniel Kirwan	March 2022	Finance support
Workforce	Neutral At this stage of the proposal, it is not possible to identify the potential implications this may have on 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.				
	Potential perceived negative impact through possible restructures in identified school traded services where efficiencies are needed	Follow council policies on restructures	Daniel Kirwan	June 2021	HR support

	to ensure service at least breaks even.				
All	Potential positive impact on existing and new customers as the school traded services improve on their current value for money service offerings, impacting external and internal stakeholders.		Stuart Bellerby	March 2022	
All	Potential negative and positive impact in respect of increased competition: impact relevant to local businesses, organisations and workforce, where new and improved approaches to school traded services lead to new opportunities and services for businesses and the community.	This is being considered as part of project planning and delivery. Generally, where relevant, the improved school traded service provision should provide high quality value for money services that should potentially improve the quality of services offered in the local market sector for residents and local businesses.	Stuart Bellerby	Ongoing	Research into the local relevant markets.
All	People may need information in different languages and formats.	Any documentation that is produced will be made available in different formats and languages upon request within a reasonable timeframe. This includes any information given to potential customers	Requests taken at service level and formats requested through Procurement Teams	As needs arise	Wirral Council have a contract with DA Languages to provide interpretation, translation and info in different formats

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

Through the School Traded Services Review project board.

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?

Research on the school traded services market nationally and locally.

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

Yes

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

Budget consultation process involving residents, staff and trades union representatives – December 2020 to January 2021

With schools as the customers – ongoing during 2021/22

With staff directly affected by any proposed structure changes – January 2021 onwards

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?**