



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: February 2021

Section 2: What Council proposal is being assessed?

Council Budget Option Proposal

Defer the re-opening of Woodchurch Leisure Centre by 12 months

This option would save £322,000

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

Yes - 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.....

X **Services** – Proposed delay to re-opening – swimming pool, hall and youth facility affected for 12 months

X **The workforce** – Proposed delay 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 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 in the education sector. It would impact the swim werral offer of teaching a life skill.</p> <p>It would impact club swimmers and groups accessing the site for competition and events.</p>	<p>As the facility is the quietest in terms of usage, there is the potential to temporarily move user groups to other facilities within the leisure estate until Woodchurch re-opens.</p> <p>Consideration would need to be given to access, transport and pool programmes at other facilities.</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

Disability	<p>Negative Impact Closure would 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>Potential to re-locate to other facilities and integrate into specific targeted groups.</p> <p>Consideration would need to be given to access, transport and pool programmes at other facilities.</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 The location of the facility is in Woodchurch (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>Relocation to other facilities for use within general public swim or targeted sessions.</p> <p>Consideration would be given to pricing, travel and access times.</p> <p>Programming and capacity issues would 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

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>Limited groups and users within the current (pre-COVID) programme and could re-locate to other facilities.</p> <p>Consideration given to transport, access and pricing.</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
Workforce	<ul style="list-style-type: none"> • This proposal affects the equivalent of 13.9 FTE. • There is currently 1 vacancy within the establishment • This proposal affects 17 established staff. • 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. 	<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.</p>			

	<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 has a legal obligation to consult with affected employees, explore alternatives and seek to avoid/mitigate against compulsory redundancies.</p>				
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Section 4a: Where and how will the above actions be monitored?

Via the budget options report and committee process. If the facility has a delayed re-opening, 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 for publishing)

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

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

Community consultation outreach 4th – 19th 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 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 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 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?**