

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer:** Elizabeth Hartley

**Email address:** [elizabethhartley@wirral.gov.uk](mailto:elizabethhartley@wirral.gov.uk)

**Head of Section:** Simone White, Director of Children's Services

**Chief Officer:** Simone White, Director of Children's Services

**Directorate:** Children, Families and Education

**Date:** 12 May 2021

## **Section 2:**

Youth Offer

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

Yes

Children, Young People and Education Committee: Tuesday 15 June 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..... (please tick relevant boxes)

x **Services**

**The workforce**

x **Communities**

**Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

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	The neighbourhood youth offer is how Wirral Council fulfils its duty to ensure that young people have access to educational and recreational leisure-time activities. The duty outlines that these activities should be inclusive in nature and provide young people from all backgrounds with opportunity for personal development.	Positive.	Diane Hollis Head of Service Schools and Communities	Ongoing	Review in light of any additional insight/analysis, feedback from partners or young people or changes to statutory duty.
Disability	SEND factors would be identified by Youth Workers and signposted as per the SEND Strategy.	Positive	Youth Workers	As per Youth Worker involvement.	Partnership working/SEN team.
Gender reassignment	Young people are able to receive support through signposting to appropriate networks.	Positive	Youth Worker	As per Youth Worker	Partnership Working.

	<p>Gender neutral language will be used in communications and branding.</p> <p>It is the intention that young people will be supported according to their specific needs.</p>			involvement.	
Pregnancy	<p>Within the age groups targeted within the scope of the strategy some young people may be pregnant. It is the intention that young people will be supported according to their specific needs, with strong links to Health Services in schools and other support services.</p>	Positive	Youth Worker	As per Youth Worker involvement.	Partnership Working.
Race	<p>Individual circumstances for young people will be taken into account. This would include considerations for Youth Workers around language and cultural background. This would include work within a family setting if appropriate.</p>	Positive	Youth Worker	As per Youth Worker involvement.	Partnership Working.
Religion or belief	<p>Religion or belief, including non-belief taken into account. Communication and stronger relationships with community organisations will be developed by the Neighbourhood Youth Worker.</p>	Positive	Neighbourhood Youth Worker	As per requirements of each neighbourhood and its partners.	Partnership Working.
Sex	<p>The Youth Offer provision does not differentiate between males and females. The neighbourhood model is universal, open access.</p>	Positive	Youth Worker	As per Youth Worker involvement.	Partnership Working.
Sexual orientation	<p>The underlying principles and values of youth work promote the understanding of individual young people who partners are engaging or working with. Services are able to provide approaches that respect confidentiality and privacy in line with young people's choices.</p>	Positive	Youth Worker	As per Youth Worker involvement.	Partnership Working.

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

The Youth Offer is monitored through the Children, Families and Education Senior Leadership Team and the Young People's Action Group.

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

Youth Work is inclusive in nature, promoting equality and diversity, and staff are committed to providing a universal, open-access model, as required of the Local Authority in its 'duty for youth services'.

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

Extensive consultation has been undertaken with young people in Wirral via a survey on the Youth Offer. The survey was designed in partnership with members of the Youth Voice Group and Children In Care Council to elicit views on the support and services needed for them *to be all that they can be*. The consultation was completed between June to September 2019 with almost 3,000 young people taking part. Surveys were received from 2,736 young people and several groups took part in the consultation events, forums, and workshops. Events for young people and the public were expertly facilitated by members of the Youth Voice Group.

Analysis of the returned surveys confirmed that the sample was representative of the population, that all groups considered had been engaged and that the response levels were statistically valid.

Communication and consultation with young people and stakeholders has been continuous throughout the development and implementation of the Youth Offer. The Young People's Action Group, Youth Voice Group and Children in Care Council continue to be involved and updated on the progress of the review. Bespoke engagement work has taken place with young people in areas, such as Moreton and South Wirral, where significant changes to venues are taking place.

Young people have contributed to a number of surveys and focus groups in relation to the Covid-19 pandemic and their experiences over the past year. Learning from those engagements has been incorporated into the neighbourhood youth model to ensure there are strong links with schools and access to mental health support.

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

No

Extensive consultation and engagement has already been undertaken as described in section 5.

(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?**

Not applicable.

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?**