



Equality Impact Assessment Toolkit (March 2017)

Section 1: Your details

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Head of Section: Julie Webster

Chief Officer: Rachael Musgrave

Directorate: Public Health

Date: 28/02/2022

Section 2: What Council proposal is being assessed?

Extension of the community connector programme and extension of Black Minority and Ethnic Minority Link Worker contracts

Section 2a: Will this EIA be submitted to a Cabinet or Committee meeting? Yes If 'yes' please state which meeting and what date

Please select hyperlink to where your EIA is/will be published on the Council's website **(please select appropriate link & delete those not relevant)**

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- X **Services**
- X **The workforce**
- X **Communities**
- X **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 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	Both services are commissioned to work with those of working age 18-64 years, neither service works with those under the age of 18 although they may live in the same household of someone engaged in the programme.	Although these services are commissioned to work with a certain age range, the programme also works with parents/families and is commissioned to provide a flexible service to support identified needs across all ages. Public Health does commission Children and Young People services that those under 18 can be directed to if they require support	Provider Lead/Public Health Senior Manager	Ongoing	Within contract
Disability	Both services cater for individuals claiming Employment Support Allowance and	Both services are tailored to cater for individuals need on	Provider Lead/Public	Ongoing	Within contract

	Universal Credit with a sick note, engaging with people with both a diagnosed mental and physical disability daily. The needs of people will vary across the services. Some will be more vulnerable and reluctant to access support.	a case by case basis. Both services are commissioned to be a flexible services to support identified needs across the whole population. The provider will have to comply will all relevant legislation according to the Equality Act 2010.	Health Senior Manager		
Gender, Race, sexual orientation	Both services are commissioned to work with individuals regardless of gender, race and sexual orientation. The needs of people will vary across the service. Some will be more vulnerable and reluctant to access support.	Both services are tailored to cater for individuals needs on a case by case basis. Both services are commissioned to be a flexible services to support identified needs across the whole population. The provider will have to comply will all relevant legislation according to the Equality Act 2010.	Provider Lead/Public Health Senior Manager	Ongoing	Within contract
Areas of deprivation	Both services are commissioned to cover the whole of the Borough which has the potential to widen health inequalities if not closely monitored. However as part of the contracts 60% of all service activity must be focused in the wards with highest deprivation to ensure that any health inequalities are addressed. There is the potential for variation or limited uptake of services in areas of higher deprivation where need is greater.	There is a requirement in all the specifications that 60% of all individuals in contact with the service live in areas with the highest levels of deprivation. This will be monitored on a monthly basis.	Provider Lead/Public Health Senior Manager	Ongoing	Within contract

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

Through quarterly contract monitoring meetings with commissioners, intelligence team and providers. Themed meetings around specific issues including complaints and service user feedback.

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

n/a

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

Current contract monitoring data evidencing uptake/reach of the service
Service user feedback
Consultation with key stakeholders.
Insight gathered through Community, Voluntary and Faith Sector Forum.
JMU independent evaluation of the Community Connector service.

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

NO

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why: Consultation has already taken place to inform the development of the specification for all of these services, but service user feedback and independent evaluation will be used continuously for the duration of the contract to ensure that the service continues to evolve to meet need.

(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?

Consultation is ongoing as part of the service delivery. Case studies are collected on a quarterly basis and reported to commissioners. Complaints are a standard agenda item on all contract monitoring meetings.

Insight and Intelligence will also be gathered through the Community, Voluntary and Faith Sector Forum (humanitarian cell) which was established during the pandemic to ensure that current services are meeting the needs of local communities.

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?**