

Equality Impact Assessment Toolkit

Section 1: Your details

EIA lead Officer: Hannah Myers, Performance and Improvement Manager

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Head of Section: Carly Brown, Assistant Director – People Strategy and Partnerships

Chief Officer: Kerry Mehta, Interim Assistant Director – Children and Families

Directorate: Children’s Services

Date: 28.02.22

Section 2: What Council proposal is being assessed?

Children Looked After and Care Leavers Strategy 2022-2025

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

Yes / No

If ‘yes’ please state which meeting and what date

Children, Young People and Education Committee – 10th March 2022

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)

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other** – Partners, community and voluntary and community organisations

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 protected groups	<p>Positive The Strategy takes account of all protected characteristics and will respond to any individual needs and implement reasonable adjustments where appropriate.</p> <p>We will strive to ensure that everyone with protected characteristics has equal access to support if they are looked after or a care leaver.</p>				
Race (people whose first language may not be English)	<p>Negative Potential language barriers when accessing the strategy</p>	Make the strategy available in different languages and alternative formats upon request.	Hannah Myers	Ongoing	Procurement contract

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

The actions will be monitored via the Corporate Parenting Board and monitored via the action plan which is developed to underpin the Strategy.

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?

Data profiling information about children looked after and care leavers – Children’s analytical tool (CHAT), feedback from young people (looked after and care leavers), feedback from the workforce.

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:

We have already consulted on developing the priorities as part of pre-consultation. We will be sharing the Strategy widely and promoting it and will be happy to take further feedback but it will not be formal consultation.

(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?

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?**