

# Equality Impact Assessment Toolkit (January 2021)

## Section 1: Your details

**EIA lead Officer:** Anna Jones

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

**Head of Section:** Carly Brown

**Chief Officer:** Elizabeth Hartley

**Directorate:** Children's Services

**Date:** 11-10-2021

## Section 2: What Council proposal is being assessed?

### EARLY HELP ALLIANCE REPORT TO AWARD

This proposal is to award and conclude a commission for early help services for children and families. The aim of these services will be to deliver a variety of supportive experiences which Wirral families have told us would help them to thrive.

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

**Yes**

**If 'yes' please state which meeting and what date**

Children, Young People and Education Committee, Tuesday 23rd  
November 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**
- 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](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.**

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
<p>All- service likely to be accessed by families consisting of all ages.</p> <p>Deprivation, pregnancy and maternity/ disability-</p> <p>Gender, marital status, religion/belief,</p>	<p>Early help means taking action to support a child, young person, or their family as soon as a problem emerges. It can be required at any stage in a child's life, from pre-birth to adulthood, and applies to any problem or need that the family cannot deal with alone. Early help can lead to better outcomes for children, prevent problems escalating or overwhelming families, create social mobility and support communities to thrive.</p> <p>Those with deprivation/ pregnancy/maternity/ disability in the family may need additional support with problems.</p>		<p>Family Toolbox Alliance</p>	<p>Contract Period</p>	<p>Staff resource Financial resource – met within contract value</p>

sexual orientation and race	early help services will be available to all regardless of protected characteristic.				
All	We recognise that some people may need information in different languages or formats	We will work with the chosen provider to ensure that all information is made available in different languages and formats upon request and within a reasonable timeframe			

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

Regular contract meetings. Service performance reports will be provided each month by the provider and will be reviewed by the commissioner and a continuous service plan implemented if any issues are identified. High level demographic information will be collected relating to service users.

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

Early help means taking action to support a child, young person, or their family as soon as a problem emerges. It can be required at any stage in a child's life, from pre-birth to adulthood, and applies to any problem or need that the family cannot deal with alone. Early help can lead to better outcomes for children, prevent problems escalating or overwhelming families, create social mobility and support communities to thrive. We recognise that the Public Sector Equality Duty is an ongoing responsibility and this assessment will be periodically reviewed

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

Consultation with key stakeholders including service users/ Wirral residents, professionals and current service providers.

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

Yes

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

(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?**

As previously mentioned, this commission incorporates findings from engagement/consultation undertaken by Capacity Lab on behalf of the local authority. In 2019, over 450 children, young people, parents, carers, guardians and professionals told Capacity Lab what a more effective and sustainable Early Help model should be like. The Why Community Matters Insight Report contains further details of the work undertaken by Capacity Lab.

The successful provider will be required to undertake ongoing consultation with key stakeholders, community groups, children, young people, and their families using services in order to inform future service design and delivery.

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?**