

# Equality Impact Assessment Toolkit

## (January 2021)

### **Section 1: Your details**

**EIA lead Officer:** Hannah Myers

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**Head of Section:**

**Chief Officer:** Paul Boyce, Director for Children, Families and Education

**Directorate:** Children's Services

**Date:** 09.02.21

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

**The decision to agree the Pupil Place Planning Strategy 2021-2026**

### **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 11.03.21

**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** (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>
All	Language barriers when having access to the strategy	We will make the strategy available in different languages and formats upon request in a reasonable timeframe	Hannah Myers	Ongoing	Procurement contract
Religion & Belief	Families may need to place their child in accordance with their religious belief	We will take faith preferences into consideration as part of the strategy	Sufficiency Working Group	Ongoing	N/A
Disability	Families may be concerned that the disability or ability of their child is not considered.	We will consider all disabilities as part of the planning process	Sufficiency Working Group	Ongoing	N/A
Sex	Families may express a preference for single sex schools	We will consider parental preference of parents and families when allocating	Sufficiency Working Group	Ongoing	N/A

		placements			
Gender	Pupils and families may wish to change their preference due to gender fluidity or gender change issues	Pupil and family preference will be taken into account should an individual wish to change the sex that they were assigned at birth			

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

Sufficiency Working Group which will meet fortnightly during the lifespan of the policy

**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 and insight from Children's admissions and School capacity survey  
Information about Wirral – school profiles etc.

**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?**

Consultation with schools to share the concept of the strategy and so they know what is happening.

Consultation with Children's SLT

Any consultation on proposals which result from this will be in line with legal framework

There is also a commitment within the Strategy to consult with stakeholders during reviews. Any consultation that is carried out will be as accessible as possible in order to ascertain the views of as wide a cohort as we can.

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?**