

# Equality Impact Assessment Toolkit

## (March 2017)

### Section 1: Your details

**EIA lead Officer:** Shaun Brady

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**Head of Section:** Simon Fox

**Chief Officer:** Nicola Butterworth

**Directorate:** Neighbourhood Services

**Date:** 28/09/20

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

**2020/21 Highway Winter Service Arrangements**

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

**Yes / No**                      **If 'yes' please state which meeting and what date**

.....No.....

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

**Delivery** (Customer Services, Adult & Disability Services, Community Services, Merseyside Pension Fund, Environmental Services)

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

**Navigate to EIA's since 2017**  
**Navigate to Delivery Services**

**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> |
|---|--|---|--------------------|------------------|------------------------------|
| Disability  | Positive - impact on those with restricted movement and/or who are blind or partially sighted, due to widespread treatment of ice and snow on the highway aiding access and safe passage.                    | In response to public enquiries it may be possible to treat certain walkways etc but only in accordance with the Highway Winter service plan. | Shaun Brady        | As required      | Utilising existing resources |
| Age   | Positive - impact on those elderly residents with possible restricted movement, and who are more prone to injury as a result of slips and falls, due to widespread treatment of ice and snow on the highway. | In response to public enquiries it may be possible to treat certain walkways etc but only in accordance with the Highway Winter service plan. | Shaun Brady        | As required      | Utilising existing resources |
| Pregnancy & Maternity                             | Positive - impact on those elderly residents with possible restricted movement, and who are more prone to injury as a result of slips and falls, due to widespread treatment of ice and snow on the highway. | In response to public enquiries it may be possible to treat certain walkways in accordance with the Winter Service plan                       | Shaun Brady        | As required      | Utilising existing resources |

|     |   |   |             |             |                              |
|-----|---|---|-------------|-------------|------------------------------|
|     |   |   |             |             |                              |
| All | Positive – Continuing and comprehensive reviews of the Highways Winter Service plan and all of the individual components improves the quality and efficiency of the operation for highway users | Copies of the plan are available in different formats and different languages upon request within a reasonable timeframe. | Shaun Brady | As required | Utilising existing resources |

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

Internal management and customer feedback.

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

Aiding access and promoting safe passage on the highway during periods of frost, ice and snow is beneficial for all highway users.

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

Historical data, internal management and customer feedback.

**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 since last winter has taken place with a range of partner organisations including Wirral NHS, Spire Hospitals, Merseytravel, Mersey Tunnels, Liverpool City Region Combined Authorities, Cheshire West and Chester and Highways England including the M53 Mid Wirral Motorway as part of their Area 10 Severe Weather Plan 2020-21.

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?**