

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Hannah Austin

Email address: hannahaustin@wirral.gov.uk

Head of Section: Helen Carney

Chief Officer: Sally Shah

Directorate: Regeneration & Place

Date: November 2021

Section 2: What Council proposal is being assessed?

The Wirral Economic Strategy 2021 – 2026 builds upon the Wirral Growth Plan, which provided the framework for economic growth in Wirral between 2015 and 2020. The Wirral Economic Strategy has been developed in the context of The Wirral Plan 2021 – 2026 and sets out a vision for a borough where communities and businesses thrive and people choose to live, work and visit; a borough that stands out for its achievements on fairness, reducing inequalities and building local wealth; and borough that is celebrated for delivering new and big ideas, working jointly with others and for prioritising environmental sustainability.

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

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

Economy, Regeneration & Development Committee 22 November 2021

Policy & Resources Committee 1 December 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)

- Services**
- The workforce**
- Communities**
- Other** 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
All Protected Groups	<p>Positive: For each of the protected groups, the Economic Strategy aims to reduce economic inequalities by increasing employment, training, business, skills and self-enterprise opportunities, particularly for those residents who are economically disadvantaged or living in deprived neighbourhoods.</p> <p>The high level actions set out in the Economic Strategy will be used to develop projects and programmes which will be subject to more detailed action planning. Actions will be targeted at the areas and groups most in need and monitoring data will be collected at sub-Borough level where possible.</p>	N/A	Helen Carney	2021 – 2026	Staff to design and co-ordinate specific interventions to deliver the Economic Strategy

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

A series of output indicators have been identified in the Economic Strategy to measure performance against our objectives. Output performance will be reviewed internally through our Regeneration Programme Management performance framework.

As part of the Wirral Plan 2021- 2026 we will also be required to report on progress towards the inclusive economic growth priorities which are covered by the Wirral Economic Strategy. Progress against these outcome measures will be reported on a quarterly basis. We will monitor qualitative feedback from our private and public sector partners on how we can continuously improve and maximise the positive benefits of the proposed interventions, and to adapt and develop appropriate new ones as necessary.

The overall performance framework for our Economic Strategy will be subject to an independent annual review and evaluation to test the effectiveness of our detailed annual action plans and the overall progress against the Wirral Plan.

Subsequent EIA's may be produced for specific interventions arising from the Economic Strategy which would set out in more detail how specific projects will be monitored to demonstrate their impact in reducing economic inequalities for specific groups. EIA's will be reviewed as appropriate as the Public Sector Equality Duty is an ongoing consideration

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

Economic inequalities exist across the borough, with high rates of deprivation particularly focused in the east of the borough. The Wirral Economic Strategy and subsequent interventions by the Council and our partners aim to address and mitigate these inequalities, focusing on hard-to-reach groups. Individual action plans will have specific EIA's which will mitigate any negative impacts where possible

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

The Wirral Economic Strategy is underpinned by a comprehensive evidence base which has been developed with the support of the Liverpool City Region Combined Authority and Wirral Intelligence Service. It has involved a detailed and robust analysis of Wirral's economy, including data relating to population, employment and businesses. Where possible, information has been used which enables the analysis of economic inequalities and disadvantaged groups e.g. Index of Multiple Deprivation.

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 for publishing)

Section 7: How will consultation take place and by when?

A draft Wirral Economic Strategy Framework document was subject to public consultation via the Council's Have Your Say website between 25 August and 22 September 2021. A survey was available for completion and the option to respond via e-mail or request the document in an alternative format was provided. The Council also hosted two on-line stakeholder workshops with Hatch via MS Teams on 1 September and 2 September 2021.

The Council also engaged the Wirral Youth Voice and Wirral SEND Youth Voice on the draft Framework document.

58 responses were received to the survey via Have Your Say and an additional 7 responses were received via e-mail. Comments were generally supportive of the strategy, however, a number of respondents felt that the 'competitive business' and 'highly performing' wording did not capture what the Council is trying to achieve through its Community Wealth Building ambitions.

Feedback from the stakeholder workshops highlighted the need to make the strategy more specific to Wirral and to emphasise the significant disparities that exist between different parts of the borough.

All feedback has been used to inform the final Economic Strategy.

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?**