



Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Mark Hourston, Programme Manager

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Head of Section: Graham Hodkinson, Director of Care and Health

Chief Officer: Graham Hodkinson, Director of Care and Health

Directorate: Health and Care

Date: 8th February 2022

Section 2: What Council proposal is being assessed?

Providing services to support adults with a learning disability supports the delivery of the current Wirral Plan 2021-26 'Active and Healthy Lives' theme: "Working for happy, active and healthy lives where people are supported, protected and inspired to live independently."

The transition of services which are currently delivered by Wirral Evolutions Limited to an in-house model of delivery by the Council starting from 1 April 2022 with the intention it will be fully transferred back into the Council within six months.

This is a developing proposal and the impact on communities is neutral at this time as there are no changes to the service provided. The EIA may be reviewed and amended when appropriate.

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

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

.....Adult Social Care and Public Health Committee

Hyperlink to where your EIA is/will be published on the Council's website

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

x **The workforce**

x **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 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
Workforce	Neutral. Positive a. impact of aligning current pension arrangements of WE with the Council for staff employed after 2015 b. The Council has a range of policies to support staff with caring responsibilities, reasonable adjustments, and diverse staff network groups to assist all employees in the Council.	Ensure timely and clear communications and engagement with staff to alleviate any concerns including liaising with recognised Trade Unions. Consultation and engagement will take place with the appropriate staff groups throughout the			

	<p>Negative</p> <p>a. Uncertainty amongst staff as to how the changes will affect them.</p> <p>b. This proposal affects approximately 123 FTE employees. It is proposed that the current workforce will be transferred back to the Council.</p>	<p>process.</p> <p>The Council will engage with employees of Wirral Evolutions on plans to transfer the service back to the council</p> <p>The Council would review the terms and conditions as the employees will be TUPE'd over on existing terms and conditions where this applies.</p>			
Communities	<p>Neutral</p> <p>It is not envisaged that there will be any changes to the service at this time. Care packages and locations will stay as they are unless there are individual circumstances that require a change to support arrangements.</p>				

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

Working with HR Business Partner to monitor communications plan

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?

Workforce data
Value for Money exercise
Stakeholder engagement exercise.

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?

Consultation with staff and recognised Trade Unions following Committee decision.

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