

# Equality Impact Assessment Toolkit

## (January 2021)

### Section 1: Your details

EIA lead Officer: Diane Grisdale

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Head of Section: Daniel Kirwan

Chief Officer: Shaer Halewood

Directorate: Resources

Date: 19/4/22

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

Medium Term Financial Strategy 2022-27

### Section 2a: Will this EIA be submitted to a Committee meeting? No

Yes / No

If 'yes' please state which meeting and what date

.....

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**
- x **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)? Yes**

**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 protected groups	<p>MTFS supports Corporate Plan priorities including to improve health and well being for all, ensuring people who require support are full participants in mainstream society</p> <p>Negative impact As we review non statutory services are closing or relocated this could impact all groups including the provision of services</p> <p>Negative impact The reduction in statutory services or the level of service we provide could impact a number of groups.</p> <p>Negative/Positive impact Review of Sales, Fees and Charges could mean some increasing.</p>	<p>See individual directorate budget EIA's</p> <p>Budget has been approved for 22/23 where services will close i.e libraries and gold courses. This is to protect the statutory services thus mitigating impact were possible.</p> <p>Review of concessions to mitigate impact on the vulnerable of our society.</p>	See individual directorate budget EIA's	See individual directorate budget EIA's	See individual directorate budget EIA's

	<p>Negative Impact</p> <p>The workforce review and reduction in services could lead to potential posts within the Council being reduced as an outcome of a strategy.</p>	<p>Those at risk will be supported and where vacancies are available and individuals are successful we will seek to redeploy.</p>			
Social Economic groups	<p>MTFS supports Corporate Plan priorities including to improve health and well being for all, ensuring people who require support are full participants in mainstream society</p> <p>Please see above</p>	<p>See individual directorate budget EIA's</p> <p>Please see above</p>	See individual directorate budget EIA's	See individual directorate budget EIA's	See individual directorate budget EIA's
Workforce	<p><b>Neutral</b></p> <p>At this stage of the framework, it is not possible to identify the potential implications this may have on employees. Any impacts arising from budget reductions or efficiencies connected with the MTFS would be identified by departments and included within their own EIAs.</p> <p>Once considerations have been further progressed, departments can undertake an audit of employees directly affected and take account of any impact associated to protected characteristics.</p>	See individual directorate budget EIA's	See individual directorate budget EIA's	See individual directorate budget EIA's	See individual directorate budget EIA's

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

The strategy is an overarching framework relating to financial resources and priorities at a very high level. At the high level it assists in identifying resource demands but does not directly provide services itself. These are provided by departments who apply the resources provided. Any impacts arising from budget reductions or efficiencies connected with the MTFS would be identified by departments and included within their own EIAs.

The Council Strategy is the top-level plan that sets out the Council's ambitions, priorities and objectives. It establishes the Council's strategic direction over the period to 2027. It is approved each year by at Full Council.

The purpose of the MTFS is to give financial expression to the Council Strategy for the period to 2027. The MTFS sets out the Council's high-level funded plan, for achieving its vision and priorities, balancing available financing and spending ambitions. It highlights the financial projections for financing, spending (revenue and capital) and reserves. The MTFS is prepared annually and covers the period 2022/23 to 2026/27. It links decisions on resource allocation with decisions on policy priorities as set out in the Council Strategy.

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

The strategy is an overarching framework relating to financial resources and priorities at a very high level. At the high level it assists in identifying resource demands but does not directly provide services itself. These are provided by departments who apply the resources provided. Any impacts arising from budget reductions or efficiencies connected with the MTFS would be identified by departments and included within their own EIAs.

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

The strategy is an overarching framework relating to financial resources and priorities at a very high level. At the high level it assists in identifying resource demands but does not directly provide services itself. These are provided by departments who apply the resources provided. Any impacts arising from budget reductions or efficiencies connected with the MTFS would be identified by departments and included within their own EIAs.

The formal budget consultation included the sharing of information with the recognised trades unions including Council, teaching and fire unions and provision of a collective consultation meeting. In addition, both representatives and staff were able to respond individually via the usual consultation routes. Staff were encouraged to take part in the consultation through the usual internal communications channels.

**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?

The budget consultation and then any subsequent individual consultations will undertake their own EIA as the MTFS is an overarching strategy.

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?