



Equality Impact Assessment Toolkit

(March 2018)

Section 1: Your details

EIA lead Officer: Julie Mann

Email address: Juliemann@wirral.gov.uk

Head of Section: Julie Williams

Chief Officer: Andrew Elkington

Directorate: Delivery Services

Date: 9/03/18

Section 2: What Council proposal is being assessed?

A proposal to deliver Wallasey Central Children's library differently from 5 pm each evening that the library is currently open (Monday, Tuesday, and Thursday). The proposal is to redirect children to book stock within the main lending library – however if there is a requirement to use the YP area the child can be accompanied by a member of staff

Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

No

If 'yes' please state which meeting and what date

.....

Please select hyperlink to where your EIA is/will be published on the Council's website

Section 3: Does the proposal have the potential to affect.....

✓ **Services**

✓ **The workforce**

✓ **Communities**

Other (please state e.g. 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)

DRAFT

Section 4:

Could the proposal have a positive or negative impact on any protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

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
<p>Race</p> <p>Wallasey ward profile (Wirral average in brackets):</p> <p>White: English/Welsh/Scottish/Northern Irish/British (94.965%) 96.0856%</p> <p>Household have English as a main language (97.9756%) 98.5268%</p>	<p>Service accessibility:</p> <p>The proposal should not adversely affect any residents on the grounds of race or household language.</p>				

<p>Gender</p> <p>46.8% male 53.2% (female)</p>	<p>Service accessibility:</p> <p>This ward has a higher proportion of female residents but it is not anticipated that the proposal will adversely affect females over males.</p>				
<p>Disability</p> <p>9.1491%</p>	<p>Service accessibility:</p> <p>Lower than Wirral average proportion of residents with long-term health problem or disability that limits daily activities a lot (i.e. lack of mobility) may be affected by this proposal.</p>	<p>Mitigation:</p> <p>A selection of children's books will be located in the main library which will be open & staff will be able to access the main children's library for any specific titles.</p> <p>There are children's libraries open in the evenings at other central libraries (Bebington, Birkenhead & West Kirby)</p> <p>Wide selections of children's books are available 24/7 via our e-book providers as are online reference resources.</p> <p>Customers can manage their accounts online (renewing/reserving)</p>			<p>None</p>
<p>Gender Reassignment</p>	<p>Service accessibility:</p>	<p>Mitigation:</p>			<p>None</p>

	It is not anticipated that the proposal will adversely affect this protected group over any others.				
Age 19.2% under 17	Service accessibility: This ward has proportionally more residents under 17 than the Wirral average School age children could be affected by the reduced availability of study resources and access to IT facilities.	Mitigation: A selection of children’s books will be located in the main library which will be open & staff will be able to access the main children’s library for any specific titles. There are children’s libraries open in the evenings at other central libraries (Bebington, Birkenhead & West Kirby) Wide selections of children’s books are available 24/7 via our e-book providers as are online reference resources. Customers can manage their accounts online (renewing/reserving) Numbers of PCs for public access will be increased in the main IT suite.			
Pregnancy and Maternity	Service accessibility: It is not anticipated that the proposal will	Mitigation:			

	adversely affect this protected group over any others.				None
Religion and Belief Christian/no religion/not stated 98.8%	Service accessibility: It is not anticipated that the proposal will adversely affect this protected group over any others. .	Mitigation:			None
Sexual Orientation	Accessibility to services: It is not anticipated that the proposal will adversely affect this protected group over any others.	Mitigation:			None
Marriage and Civil Partnership	Accessibility to Services It is not anticipated that the proposal will adversely affect this group over any others.	Mitigation			None
Socio-economic	Accessibility to Services Lower than average levels of deprivation in this ward.	Mitigation A selection of children's books will be located in the main library which will be open & staff will be able to access the main children's			

	No late evening provision may restrict access to full time workers.	<p>library for any specific titles.</p> <p>There are children's libraries open in the evenings at other central libraries (Bebington, Birkenhead & West Kirby</p> <p>Wide selections of children's books are available 24/7 via our e-book providers as are online reference resources.</p> <p>Customers can manage their accounts online (renewing/reserving)</p>			
Access to transport	<p>Accessibility to Services</p> <p>The proposal could mean longer journeys to nearest available children's library in the evenings.</p>	<p>Mitigation</p> <p>A selection of children's books will be located in the main library which will be open & staff will be able to access the main children's library for any specific titles.</p> <p>There are children's libraries open in the evenings at other central libraries (Bebington, Birkenhead & West Kirby</p>			

		<p>Wide selections of children's books are available 24/7 via our e-book providers as are online reference resources.</p> <p>Customers can manage their accounts online (renewing/reserving)</p>			
Staff	<p>Staff will make fewer journeys between sites during evening shifts. This will reduce time lost in travelling and travel costs and may improve morale.</p>				

DRAFT

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

By obtaining customer feedback.

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

**Section 5: What research / data / information have you used in support of this?
process? 2011 census.**

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?

By making comments forms available to the public.

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 send your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?

DRAFT