

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer:** Carol Jones

**Email address:** caroljones@wirral.gov.uk

**Head of Section:** Jason Oxley

**Chief Officer:** Graham Hodgkinson

**Directorate:** Adult Social Care - Commissioning

**Date:** 10<sup>th</sup> October 2022

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

### **Wirral's Carers Strategy**

**This is a developing proposal and this assessment may be reviewed and amended where 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 6<sup>th</sup> March 2023

**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** (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>
Carers (unpaid)	Positive impact	The development of a new Carers Strategy is to provide a focus, identify barriers. Develop an Action Plan to address those barriers. The Carers Strategy will support the rights of Carers to be identified and offered an assessment of their needs under the Care Act 2014.	Carol Jones	March 2023	To be determined
People with disabilities	Positive impact	Improving support for Carers will have a positive impact on the people receiving care and support from a family member or friend, leading to improved	Carol Jones	2023 - 2026	None

		wellbeing			
All protected characteristics	Positive impact	Many Carers remain 'hidden' to services, including people who fall into the protected characteristic groups. Early identification of those people will have a positive impact through preventative support	Carol Jones	2023 - 2026	None
Carers (unpaid)	Negative impact	Identifying barriers to support and issues that arise from caring for someone. There is potential for an increase on demand for services and support and a challenge to the current resources available	Carol Jones	2023 - 2026	To be determined
All	Negative – We recognise that some people may need information in different languages or formats	We will provide information in different languages and formats upon request and within a reasonable timeframe	Carol Jones	2023 - 2026	We have a call off contract which can be accessed through Central Procurement

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

Establish a multi-agency Carers Partnership Board to develop a Carers Strategy Action Plan.  
Equality implications will be a consideration at this Board

**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?**

**Co-production Events with Wirral Carers**

Care Act 2014

Care and Families Act 2014

Carers UK research papers

Census 2021

National Carers Action Plan 2018 - 2020

NHS Long-Term Plan

NHSE Commitment to Carers 2014

**Section 6: Are you intending to carry out any consultation with regard to this Council proposal?**

Yes – (please delete as appropriate)

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?**

Microsoft Teams meeting with Providers and Carers in May 2022

A range of face-to-face events held in various venues during August and September 2022

An additional Microsoft Teams meeting September 2022 for Working Carers

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?**