

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Mike Houghton-Evans

Email address: michaelhoughton-evans@wirral.gov.uk

Head of Section: Graham Hodkinson

Chief Officer: Graham Hodkinson

Department: Adult Social Services

Date: 13 August 2013

Section 2: What Council proposal is being assessed?

Consideration of replacement of the current resource allocation system with a costed support plan model.

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

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

Delegated decision via Portfolio Holder

Please add 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)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)
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 equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity
- Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

- (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive or negative impact on any of the 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
Older People and people with a physical or learning disability or mental health need	Improves the allocation of appropriate level of resource to fund an individuals support plan	Monitor impact of new arrangements and refine as appropriate	Mike Evans	October 2012 onwards	The change should enable more equitable application of resources.
Workforce	Simplified process for workforce to apply	Closely monitor the effect on performance	Mike Evans	October 2013 onwards	None

Section 5a: Where and how will the above actions be monitored?

Through Performance SLT

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

This is a simplified process. The previous RAS has proved to be unreliable and inequitable.

Section 6: What research / data / information have you used in support of this process?

Analysis of 10 other LAs and a range of alternatives to the current RAS

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

No (please delete as appropriate)

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why: It is not required as the LA will continue to meet its statutory responsibilities. It is a change in support of that objective

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

Consultation will take place as part of the Council budget consultation on the 2013-16 budget.

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will 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 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) **Add appropriate departmental hyperlink to where your EIA is/will be published (section 2b)**
- b) **Include any potential positive impacts as well as negative impacts? (section 5)**
- c) **Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?**
- d) **Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?**