

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Christine Beyga

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Head of Section: Christine Beyga

Chief Officer: Graham Hodgkinson

Department: Adult Social Services

Date: 18 February 2014

Section 2: What Council proposal is being assessed?

Social Enterprise Development – Day services

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

Yes / No

If 'yes' please state which meeting and what date

Cabinet - 13 March 2014

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 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 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.

- No** (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
People with disabilities	Continuity of service and increased activity and volunteering opportunities within community settings.	Proposals embedded through continuous and extensive engagement.		2014 - 2015	
Carers	Co-production opportunities.	Improvement to services. Coproduction will enable full input from stakeholders in this service development. No adverse effects as a result – policies and procedures will continue to apply		2014 - 2015	
Staff	Positive impact – front line staff transfer to new organisation.	Compliance with good practice and legislation will continue. Future strategy for		2014 - 2015	Tupe legislation will apply and pension

		recruitment and retention to enable a more diverse age profile.			transfer to ensure employees receive equitable pension rights.
Community involvement	Positive impact. Increased opportunity to engage and integrate within the local community.	None		2014 - 2015	

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

Board arrangements for new company to be established
Disability Partnership Board when established

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

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

Section 7: 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 8.

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 equalitywatch@wirral.gov.uk for publishing)

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

There will be ongoing consultation with stakeholders – staff, carers, service users and trade unions.

Staff and public consultation has been taking place over the past two years.

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?**