

# Equality Impact Assessment Toolkit (from May 2012)

**Section 1: Your details**

**EIA lead Officer:** Jo McGuire

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**Head of Section:** Colin Simpson

**Chief Officer:** Mark Smith (acting)

**Department:** Technical Services

**Date:** June 2012

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

**Arts Council bid for an Artist in Residence for LAC and Young Carers**

**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**

.....

Please add hyperlink to where your EIA is/will be published on the Council's website (see your **Departmental Equality Group Chair for appropriate hyperlink**)

**<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/technical-services-0>**

**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 [equalitywatch@wirral.gov.uk](mailto: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](mailto: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.

<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 except (marriage/civil partnership)	If the protected characteristics are represented within the target groups the benefit will be positive	Ensure the appointed artist has the relevant training in equality and diversity	Jo McGuire	Bid submission by July 2012	Internal training courses

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

Through existing Council monitoring procedures

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

The provision is designed to raise self-esteem and self confidence amongst the participants which can be beneficial for all identified characteristics. The building is accessible and the target audiences will be supported to access the provision.

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

Years of experience of designing participatory arts activities and the evaluations from previous projects with LAC.

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

~~Yes~~/ No – (please delete as appropriate)

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

Previous experience of working with LAC, and the knowledge of this target audience held by the Cultural Inclusion Officer indicates that this provision would be welcome. There is little of no arts provision within the current programme offered.

Discussions with Barnardos, lead agency for Young Carers, would indicate that this provision would be welcome.

I am always wary of raising expectations with the young people themselves as this provision is reliant on external funding. The nature of the target groups means that they are very vulnerable and therefore, I am even more reluctant to discuss this with them at this stage.

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

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

Before you complete your consultation, please email your preliminary EIA to [equalitywatch@wirral.gov.uk](mailto: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](mailto: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](mailto: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](mailto:equalitywatch@wirral.gov.uk) via your Chief Officer for re-publishing?**