



# Equality Impact Toolkit (new version February 2012)

## Section 1: Your details

**Council officer:** Peter Tomlin

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**Head of Service:** Rick O'Brien

**Chief Officer:** Graham Hodkinson

**Department:** Department of Adult Social Services

**Date:** 21<sup>st</sup> February 2012

## Section 2: What Council function / proposal is being assessed?

**The co-location of a team of Social Workers from the Birkenhead Locality of the Personal Assessment and Support Branch of the Department of Adult Social Services with a team of Community Nurses in Claughton Medical Centre.**

## Section 2b: Is this EIA being submitted to Cabinet or Overview & Scrutiny Committee? No

Yes / No

If 'yes' please state which meeting and what date

.....

**And please add hyperlink to your published EIA on the Council's website**

.....

**Section 3:** Will the Council function / proposal affect equality in .....? (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state)

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:** Within the Equality Duty 2010, there are 3 legal requirements.

**Council** Will the Council function / proposal support the way the

.....(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.

**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 5:**

Will the function / 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)? **No negative impact. Positive impact listed in section 5b below.**

**You may also want to consider socio-economic status of individuals.**

**Please list in the table below and include actions required to mitigate any negative impact.**

Protected characteristic	Positive or negative impact	Action required to mitigate any negative impact	Lead person	Timescale	Resource implications

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

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

The proposed changes to the location of the team will bring the team closer to its customers (the team is patch based and covers the north end of Birkenhead, where the medical centre is located) in a setting which is open longer (7.30am to 8.00pm) than the current location (One Stop Shop), has disabled access, parking and lifts, is part of a universal offer (located in a GP surgery) already accessed by all the protected groups, and will therefore promote more of a seamless service whereby people can see their GP, nurse and / or Social worker in one setting.

In considering the socio economic factors, this team are being co-located in an area where poverty impacts on people's health and social care needs and mortality rates are high in comparison with other, more wealthy areas of the Wirral. This team will, it is hoped, provide a more integrated approach to meeting these health and social care needs to maintain people to be more independent in their own community and reduce the number of admissions to hospital and residential care, supporting people to live longer and more independently.

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

Kaiser NHS Beacons Sites Programme, The Unique Care Approach, Total Place, The Localism Bill, Integrated Care Pilots, Joint Strategic Needs

**Assessment, The NHS White Paper, Equity and excellence: Liberating the NHS.**

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

**Yes – this has already taken place (see below)**

**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](mailto:equalitywatch@wirral.gov.uk) for publishing)

**Section 8: How will consultation take place?**

**With the stakeholders involved – the Community Trust who employ the nurses, the GP consortia who own the building, and with the staff involved in the Department of Adult Social Services.**

**Any changes to the way we deliver our services will involve a consultation with customers. There are no such plans at the moment, although this may happen once the teams are co-located and some options can be developed on a better customer experience.**

Before you complete your consultation, please email your ‘incomplete’ 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 a hyperlink to your published EIA on the Council website?**  
(section 2b)
- b) **Include any 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?**