

Equality Impact Toolkit (new version July 2011)

Section 1: Your details

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Head of Service: Chris Beyga

Department: DASS

Date: 21.11.2011

Section 2: What Council function / proposal is being assessed? Consultation about the transformation of Day Services

Section 3: Is the Council function / proposal relevant to equality? (please tick relevant boxes)

- In services
- In communities

Section 4: Within the Equality Duty 2010, there are 3 legal requirements. Which of the following are relevant to the Council function / proposal? (please tick relevant boxes)

- To eliminate unlawful discrimination, harassment and victimisation
- To advance equality of opportunity

(To foster good relations between groups of people)

Section 5: Will the function / proposal have a favourable 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)?

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

Protected characteristic	Favourable or negative impact	Action required to mitigate any negative impact	Lead person	Timescale	Resource implications
Race	Potentially negative if people are denied the chance to be consulted	We will ensure that we consult with groups who represent BME groups within Wirral	Nick Broadhead	Between 16 th November – 14 th February	None
Gender	As above	The information about the consultation meetings and the survey is being widely circulated. There is no obvious reason why this may discriminate against anyone from either gender	Nick Broadhead	Between 16 th November – 14 th February	None
Disability	Possible negative impact if people become anxious about presumed changed to services	All people who use Day services will be consulted, and VCAW will distribute information to all their Vol Sector groups	Nick Broadhead	Between 16 th November – 14 th February	None
Gender re-assignment	As above	We will invite the groups who represent	Nick Broadhead	Between 16 th November –	None

		this group of people to the consultation meetings and provide information about the survey		14 th February	
Age	As above	The information about the consultation meetings and the survey is being widely circulated and will be available to all age groups	Nick Broadhead	Between 16 th November – 14 th February	None
Pregnancy and maternity	As above	The consultation meetings are at times and in places where there will be no problem with access for this group of people, who will be included in our general invitations to consult	Nick Broadhead	Between 16 th November – 14 th February	None
Religion and belief	As above	The information about the consultation meetings and the survey is being widely circulated and this group of people is within that scope	Nick Broadhead	Between 16 th November – 14 th February	None
Sexual orientation	As above	We will invite the groups who represent this group of people to the consultation	Nick Broadhead	Between 16 th November – 14 th February	None

		meetings and provide information about the survey			
Marriage and civil partnership	As above	The information about the consultation meetings and the survey is being widely circulated - this group of people is within that scope	Nick Broadhead	Between 16 th November – 14 th February	None

Where and how will the above actions be monitored?

- we have included a monitoring sheet within the survey to be able to record whether we have reached all groups equally and, where it appears that there are any discrepancies, we will rectify this contacting the relevant groups again and encouraging them to complete the survey.
- we are asking VCAW to distribute a letter to all groups in Wirral, to ensure that everyone is included. We are taking extra care to ensure that groups representing people with protected characteristics in minority groups are contacted.

If you think there is no negative impact, what is your reasoning behind this?

There is a possibility of a negative impact, if people who use services become anxious in advance of any decisions, about what will happen to their services. We are ameliorating this by ensuring that staff are fully informed and engaged with the process and can reassure people who use services that their responses to the survey and consultations will determine the shape of future services.

Otherwise there should be no negative impact from the consultation process itself, which is comprehensive and inclusive. The outcomes may have positive or negative outcomes and their impact will have to be assessed

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

Equality Act to identify people with protected characteristics

A team of people with expertise in supporting people with disabilities as well as expertise in communications have worked together to devise the survey and methods of consulting to try to include everyone who may have a view on the transformation of the services.

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

No

If 'yes' please continue to section 8.

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

- this process is in itself a consultation

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

Section 8: How will consultation take place?

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Head of Service who needs to email it to equalitywatch@wirral.gov.uk for publishing)