



Equality Impact Toolkit (new version February 2012)

Section 1: Your details

Council officer: Mark Diggory

Email address: markdiggory@wirral.gov.uk

Head of Service: Christine Beyga

Chief Officer: Graham Hodgkinson

Department: DASS

Date: 6 March 2012

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

Dale Farm Proposal to become a Social Enterprise

Section 2b: Is this EIA being submitted to Cabinet or Overview & Scrutiny Committee?

No If 'yes' please state which meeting and what date

NO – a previous EIA was completed which covered the overall project.

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 for publishing)

Section 4: Within the Equality Duty 2010, there are 3 legal requirements. Will the Council function / proposal support 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.

- 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 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)?

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
Disabled People	People across all disabilities who use Dale Farm will have increased opportunities within a new innovative and flexible service. The service will include extended hours across the week and weekend, this has not been on offer previously so it will increase choice.	Current trends show that it is likely there will be a high demand for this service, initial access may be limited until such time that the service grows and develops.	Mark Diggory John Rimmer	12 Months	
Staff	Staff may be affected by the change of employer if the transfer of services are successful.	Seek legal and HR advice about the most appropriate way forward. E.G> TUPE considerations Seek examples across other councils as to how they have dealt with this issue. Work closely with appropriate	Mark Diggory John Rimmer	12 months	

		Trade Unions to support staff through the change process.			

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

Ongoing evaluation, consultation and feedback with all stakeholders

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

Knowledge of past developments and changes

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

Feedback from current users, volunteers and other partners, the take up of placements over the years

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

Yes

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?

This service change links to the overall day service consultation that has had considerable consultation with a range of organisations. In addition specifically;

Ongoing consultation will be held, through staff and team meetings feeding back to the farm and management committees.

All other stakeholders will be kept informed and any ideas that they have will be incorporated into emerging plans

We will continue to consult with other business managers in the business hub.

We will continue to seek support from the Invest Wirral team.

Before you complete your consultation, please email your 'incomplete' 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 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 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?**