

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details**EIA lead Officer:** Steve Rowley**Email address:** Stephenrowley@wirral.gov.uk**Head of Section:** Stephen Rowley**Chief Officer:** Graham Hodgkinson**Department:** Adult Social Services**Date:** 22.10.12**Section 2: What Council proposal is being assessed?**Executive Member Decision
Community Right to Challenge**Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?****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)

.....

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

Yes Services

Yes The workforce

Yes 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

Yes Advances equality of opportunity

Yes 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 Physical and learning disabilities and mental health needs	This proposal enables the group of staff who deliver council run day services for the affected groups to pursue the opportunity to “spin out” and develop a social enterprise to deliver these services. A social enterprise has the potential to deliver improved outcomes for this group of service users through enhanced training and support to develop work based skills.	The council will need to provide support to the development of a suitable business plan and to commission services from the social enterprise.	Chris Beyga	September 2010-September 2012	To be determined, but social enterprise business plan would need to be sustainable before any agreement reached to spin out

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

Through DASS project monitoring mechanisms

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

The whole purpose of the proposal is to improve outcomes for the protected group identified. The council would not proceed with any proposal which disadvantaged these people

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

Localism Act 2011 Section 2
How to Step Out Craig Dearden Phillips and Mark Griffiths

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?

Consultation about the future of day services has already been undertaken with current users and carers.

There was general support for the development of more opportunities for work experience.

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?**