

# Equality Impact Assessment Toolkit (from May 2012)

**Section 1: Your details**

**EIA lead Officer:** Stephen Rowley  
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**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 to approve “Shaping Tomorrow” Overarching Commissioning Strategy

**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)

To be determined.....

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

**Yes** Services

**Yes** The workforce

**Yes** Communities

**Yes Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

This proposal affects all of the above.

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

**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](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.**

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
<p>Older people</p> <p>People with a learning disability</p> <p>People with a physical disability</p> <p>People with mental ill health.</p>	<p>The following positive impacts are identified:</p> <ul style="list-style-type: none"> <li>• The adoption of an overarching commissioning strategy which ensures that services are commissioned on the basis of an analysis of need, what people want and what is effective is anticipated to have a positive impact on this group of people.</li> <li>• Personalisation will drive the commissioning of services that can be tailored to meet individual need and increase choice.</li> <li>• Commissioning will enable the department to deliver services in the most cost effective way, thereby ensuring that resources (which are</li> </ul>		Steve Rowley	12 weeks June – October 2012	

	<p>continually under pressure) are used to most effect.</p> <ul style="list-style-type: none"> <li>The consultation on this strategy is designed to ensure that the views of protected groups are considered and are able to influence the final document.</li> </ul> <p>The following negative aspect has been identified:</p> <ul style="list-style-type: none"> <li>It is recognised that any change to the overall pattern of service provision</li> </ul>	<p>A three month consultation has been undertaken with the public, service providers (including the voluntary, community and faith sector) and partners and the report for the Executive Member outlines the main issues arising.</p> <p>The consultation demonstrated widespread support for the approach to commissioning outlined in the strategy.</p> <p>A number of specific groups submitted comments regarding the need to ensure that the approach did not lose sight of people with autism, dementia and with visual impairments within the wider definitions of disability or old age. This will be addressed within the more detailed commissioning plans to be drawn up.</p> <p>Another issue raised was the need to move from a model of consultation to engagement with</p>			
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	<p>which results from this strategy being implemented may be perceived as being negative by some individuals.</p>	<p>stakeholders. This will be addressed within the commissioning plans as each will have an engagement strategy as part of their project plans.</p> <p>The consultation also raised some questions about how widely the idea of personal budgets was understood and this needs further discussion and analysis within the department.</p>			
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**Section 5a: Where and how will the above actions be monitored?**

The feedback has been taken into the Departmental Management Team.

The Commissioning Plans are departmental plan projects and will therefore be monitored through the project planning process.

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

As indicated above the purpose of the strategy is to ensure that the department commissions services on the basis of thorough analysis using JSNA data and understanding what outcomes are desired by its service users. The impact of this should be positive in that it will deliver services which are individual and tailored to meet specific needs.

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

JSNA, Audit Commission, ADASS  
Evaluation of consultation feedback.

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

No consultation completed

**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 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?**