

Equality Impact Toolkit (new version July 2011)

Section 1: Your details

Council officer: Christine Beyga

Email address: christinebeyga@wirral.gov.uk

Head of Service: Howard Cooper, Director

Department: DASS

Date: September 2011

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

Social Enterprise Network and Business Centre Development

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

- In services**
- In the workforce**
- In communities**
- Other** (please state)
- None** (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 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
Disabled People	People across all disabilities who use day services and daytime provision will have the opportunity to access new, innovative and flexible services that have not been as widely available previously.	Demand for these services is likely to be high, therefore initially access may be limited until such time as the service grows and develops	Christine Beyga/ Paula Pritchard	12 months	
Older People (60+)	WBC do not currently provide day services specifically for older people. These are predominantly provided by the private and VCF sector.	The current services meet the needs of people of all ages, however choice for older people may be restricted	Christine Beyga/ Paula Pritchard	12 months	

Where and how will the above actions be monitored?

Ongoing feedback and consultation

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

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

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 Head of Service who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place?

Ongoing consultation with managers and staff have been held. The citizens of Wirral will be consulted about the wider issues around current day services and daytime provision available. In addition a number of forums will also be consulted to discuss next steps and options with the workforce.

In addition a number of forums are currently in progress to discuss next steps and options with the workforce following the recent tranche of EVR that has taken 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)