

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Jeannette Royle

Email address: jeannetteroyle@wirral.gov.uk

Head of Section: David Armstrong

Chief Officer: Julia Hassall

Department: Universal & Infrastructure Services (Asset Management)

Date: 11 October 2013

Section 2: What Council proposal is being assessed?

Asset Management Strategy and Action Plan

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes / No

If 'yes' please state which meeting and what date

CABINET - 7 November 2013

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/children-young-people>

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

- Services**
- The workforce**
- Communities**
- Other** (please state eg: 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
- 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.

- 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
All	The proposal has a neutral impact as it is a blanket strategy	N/A			

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

N/A

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

The proposal has a neutral impact as it is an asset management strategy. Individual projects arising from the strategy would affect all members of the workforce equally without any additional impacts on specific groups and would have their own EIA looking at the detail of each proposal.

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

The proposals refer to a strategy to manage council buildings and detailed arrangements will be subject to the usual building control, health & safety and HR regulations concerning workplaces and each proposal will have its own EIA carried out as part of the project.

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?

Consultations will take place with affected management, staff and partner organisations where there are proposals to relocate staff from their current locations or to re-organise service delivery at an appropriate and early stage.

Public consultation will be carried out in 2014 by officers as part of the pilot Area Review so that Councillors, residents, businesses and partner organisations are able to have their say in the future of council services in their community.

Consultations with stakeholders will take place in accordance with Council procedures regarding to disposal of assets.

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) **Include any potential positive impacts as well as negative impacts? (section 5)**
- b) **Send this EIA to your Head of Service for approval.**
- c) **Review section 5 once consultation has taken place and sent your completed EIA to your Head of Service for approval then to your Chief Officer for re-publishing?**