

# Equality Impact Toolkit (new version February 2012)

## **Section 1: Your details**

**Council officer:** Mark Camborne, Health, Safety & Resilience Manager

**Email address:** markcamborne@wirral.gov.uk

**Head of Service:**

**Chief Officer:**

**Department:** Technical Services

**Date:** 4 July 2012

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

**A revised Occupational Health service delivery model**

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

**Yes** If 'yes' please state which meeting and what date

Employment & Appointments Committee 12 July 2012

**And please add hyperlink to your published EIA on the Council's website**

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/law-hr-asset-management>

**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](mailto: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](mailto: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
All groups	Positive  The proposed clinical triage system will provide a more efficient and timely referral service, which could decrease lead times for appointments and access to support	None	Health, Safety & Resilience Manager	Ongoing	Nil
Gender	Positive  A re-modelled Occupational Health Service delivery model will deliver a positive impact as there will be more availability to undertake proactive occupational health issues related to specific genders.	None	Health, Safety & Resilience Manager	Ongoing	Nil
Disability	Positive  A re-modelled	None	Health, Safety & Resilience Manager	Ongoing	Nil

	Occupational Health Service delivery model will deliver a positive impact for disabled employee groups through assisting with workplace assessments, etc.				
Age	Positive A re-modelled Occupational Health Service delivery model will deliver a positive impact for all age of the workforce by undertaking workplace assessments, pre-employment and employment health screening, offering seasonal flu vaccines, etc.	None	Health, Safety & Resilience Manager	Ongoing	Nil
Pregnancy and Maternity	Positive A re-modelled Occupational Health Service	None	Health, Safety & Resilience Manager	Ongoing	Nil

	<p>delivery model will deliver a positive impact for those employees who are pregnant or new mothers, by provision of maternity related advice and the undertaking of pre-maternity sessions and return to work sessions with these staff.</p>				
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**Section 5a: Where and how will the above actions be monitored?**

The actions will be monitored via the Occupational Health Board and via regular performance meetings between the Occupational Health Unit and the Line Manager

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

The Occupational Health service moving to an mixed service model will be beneficial in terms of equality as it will allow far more opportunities for proactive work from the occupational health unit on matters such as individual assessments, etc.

The Occupational Health service will also work more proactively to support the Council's Fit for Wirral programme.

The proposed clinical triage system will provide a more efficient and timely referral service, which could decrease lead times for appointments and access to support

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

A number of different different models for Occupational Health have been considered with this report.

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

**Yes**– This concept has been discussed with departmental representatives and all are in agreement that it will benefit the entire workforce but in particular those employees who are in a number of the Protected Categories.

(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?**

Consultation has taken place across all council departments via their representatives

Before you complete your consultation, please email your 'incomplete' 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.