

# Equality Impact Assessment Toolkit

(April 2014)

## Section 1: Your details

**EIA lead Officer:** Nancy Clarkson

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**Chief Officer:** Eric Robinson

**Directorate:** Chief Executive's Office

**Date:** 24<sup>th</sup> June 2015

## Section 2: What Council proposal is being assessed?

Wirral Council Plan: A 2020 Vision (Phase 1)

## Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

**No** If 'yes' please state which meeting and what date

Cabinet 9<sup>th</sup> July 2015  
Council 13<sup>th</sup> July 2015

**Please select hyperlink to where your EIA is/will be published on the Council's website:**

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-april-2014/eias-chief-executives-d>

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

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other-** Partners, Private Sector, Voluntary & Community and Faith 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 [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:**

**Could the proposal have a positive or negative impact on any 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.**

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
All	<p>The priorities in the Corporate Plan are:</p> <ul style="list-style-type: none"><li>• Wirral is a place where the vulnerable are safe and protected, every child gets a good start in life and older residents are respected and valued;</li><li>• Wirral is a place where employers want to invest and businesses thrive;</li><li>• Wirral has an attractive and sustainable environment, where good health and an excellent quality of life is enjoyed by everyone who lives here.</li></ul> <p>Actions identified within the Council Plan have been developed with reference to the need of Wirral residents. The plan actions are designed to have a positive impact with a clear focus on the most vulnerable.</p>	<p>Equality Impact Assessments (EIAs) will be undertaken in relation to Council Plan activity. Negative impacts will be mitigated where possible through identified actions within the completed EIAs.</p>	<p>Members, Chief Executive, Strategic Directors, Chief Officers and Heads of Services as appropriate and in conjunction with appropriate partner organisations and the Corporate Equality Team.</p>	<p>In line with the delivery of the Council Plan, associated strategies and the Council business plan</p>	<p>Initially staff time; further detail will be through development of related business cases.</p>

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The workforce	<p>The Council Plan highlights further modernisation of the organisation and exploration between Wirral Council and partners with regards to sharing or providing services. Specific impact will be analysed through business case development in related service areas.</p> <p>Modernisation provides opportunities for staff skill development to enable more effective delivery of resident focused Council activity.</p>	Proposals for service change or reconfiguration will be undertaken in line with the Council's human resources policy and with staff consultation.	Members, Chief Executive, Strategic Directors.	In line with the delivery of the Council Plan, associated strategies and the Council business plan.	Initially staff time; further detail will be through development of related business cases.
Communities	Delivery of the Council plan is geared towards supporting communities to be more independent, resilient and to reach their full potential. Due to the strategic nature of the plan there is the potential to impact on all Wirral residents. The Council will also continue the drive towards making more decisions at the local level and operating on a constituency footprint with members supporting their constituents to tackle local issues at a local level.	Specific impact will be analysed through business case development. Proposed developments will be undertaken in line with Council policy and appropriate consultation where applicable.	Members, Chief Executive, Strategic Directors, Chief Officers and Heads of Services as appropriate and in conjunction with appropriate partner organisations.	In line with the delivery of the Council Plan, associated strategies and the Council business plan.	Initially staff time; further detail will be through development of related business cases.
Partners	Work more closely with partners to deliver more seamless, efficient and resident focused services delivering improved outcomes.	Specific impact will be analysed through business case development. Proposed developments will be	Members, Chief Executive, Strategic Directors, Chief Officers and	In line with the delivery of the Council Plan, associated	Initially staff time; further detail will be through development

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		undertaken in line with Council policy and appropriate consultation where applicable.	Heads of Services as appropriate and in conjunction with appropriate partner organisations.	strategies and the Council business plan.	of related business cases.

**Section 4a: Where and how will the above actions be monitored?**

The Corporate Equality Team will monitor the programme of Equality Impact Assessments linked to the Corporate Plan.

**Section 4b: If you think there is no negative impact, what is your reasoning behind this?**

Not applicable

**Section 5: What research / data / information have you used in support of this process?**

Equalities legislation

**Section 6: Are you intending to carry out any consultation with regard to this Council proposal?**

No

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

The Council Plan is an overarching strategic document underpinned by a range of strategies and a business plan. To ensure consultation will be meaningful it will be carried out as appropriate during the development of these underpinning actions.

(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)

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

**Section 7: Have you remembered to:**

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)

- b) Include any potential positive impacts as well as negative impacts? (section 4)**
- c) Send this EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer?**
- d) Review section 4 once consultation has taken place and sent your updated EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**