

Equality Impact Assessment Toolkit

(April 2014)

Section 1: Your details

EIA lead Officer: Lucy Barrow

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Chief Officer: Graham Burgess

Directorate: Policy Unit

Date: November 2014

Section 2: What Council proposal is being assessed?

The 2015/16 Refresh of the Council's Corporate Plan 2013-2016

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- 27th November 2014

Council- 8th December 2014

Please select hyperlink to where your EIA is/will be published on the Council's website (please select appropriate link & delete those not relevant)

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

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 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.

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	<p>Priorities within the Corporate Plan include:</p> <ul style="list-style-type: none">• Protect the vulnerable in our borough• Tackle health inequalities• Drive growth in our economy <p>Actions identified within the Corporate Plan will seek to have a positive impact.</p> <p>Negative impacts will be mitigated where possible through EIA's completed for directorate plans.</p>	Equality Impact Assessments identified/undertaken in relation to specific actions identified in the Corporate Plan	Chief Officers, Strategic Directors and Heads of Services as appropriate and in conjunction with the Corporate Equality Team.	In line with the delivery of departmental plans	Staff time.

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?

The Council's 2012 'What Really Matters' exercise informed the development of the 2013-2016 Corporate Plan priorities. The Refreshed plan reflects the consultation that has taken place with local residents and stakeholders.

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

If 'yes' please continue to section 8.

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

No. The Council's 'What Really Matters' consultation exercises in 2012 and 2013 already covered this. This proposal represents a refresh of the original Corporate Plan 2013/16 agreed on 5th March 2013.

(please stop here and email this form to your Chief Officer who needs to email it to 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 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 via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**