



# Equality Impact Assessment Toolkit

## (April 2014)

### **Section 1: Your details**

**EIA lead Officer:** Julia Hassall

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**Head of Section:** Andrew Roberts

**Chief Officer:** Julia Hassall

**Directorate:** Families and Wellbeing

**Date:** 25.1.2016

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

**Schools Budget 2016-17 and change in treatment of School Redundancy costs**

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

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

.....Cabinet 22nd February 2016.....

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

**Families & Well-Being** (Adult Social Services, Children & Young People, Sport & Recreation)

<https://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-april-2014/eias-families-wellbeing>

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

- Services**
- The workforce**
- Communities**
- Other** (Private Voluntary and Independent Early Years Providers)

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>
Disability	Positive – the Schools Budget includes provision for the education and training up to the age of 24 for learners with learning difficulties or disabilities		Margaret Morris	2016-17	Schools Budget
Disability	Negative – the funding for this provision may be insufficient to meet need	The budget includes a contingency provision of £500,000	Margaret Morris	2016-17	Schools Budget
Age	Positive – there will be increased provision of Early Education for disadvantaged 2 year olds and an Early Years Pupil Premium for 3 and 4 year olds.		Deborah Gornik	2016-17	Schools Budget

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

School Forum and Schools Forum working groups for High Needs and Early Years.  
Governing bodies within schools will review the overall position for each school.

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

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

School Funding Allocations from the EFA 17<sup>th</sup> December 2015

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

Yes

**Section 7: How will consultation take place and by when?**

Schools have been consulted on changes to the treatment of Schools Redundancy Costs during December. This together with the Schools Budget was considered by the Schools Forum at its meeting on 13<sup>th</sup> January 2016.

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to 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 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 8: 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?**