

# Equality Impact Assessment Toolkit

## (April 2014)

### Section 1: Your details

**EIA lead Officer:** Jacqui Cross, Neighbourhoods Senior Manager

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

**Head of Section:** David Armstrong

**Chief Officer:** David Armstrong

**Directorate:** Neighbourhoods and Engagement

**Date:** 05/10/15

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

Go Local: Neighbourhood Working (Phase 1 – producing a 3 year Neighbourhood Working Development Plan)

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

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

Yes, Cabinet (8<sup>th</sup> October 2015)

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

**Chief Executive** (Neighbourhoods & Engagement, Policy, Performance & Public Health, Universal & Infrastructure Services)

<http://bit.ly/CXEIA>

**Section 3: Does the proposal have the potential to affect.....**

- √ **Services**
- √ **The workforce**
- √ **Communities**
- √ **Other** (public, private and third sector partners)

**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>
Workforce	Positive: A new operating model will be established in order to deliver the Wirral Plan  Positive: Culture change in order to deliver shared outcomes  Negative: Potential impact of change on the workforce (e.g. co-location, culture change, new integrated delivery models, changing role for the Council to becoming a community leader and commissioner)	A Phase 2 EIA is required once the new model is being developed	Jacqui Cross	Dec'15	To be determined
Services	Positive: New delivery models will need to be co-produced in order to deliver shared outcomes  Positive: Joined up and accessible				

	community services provided at the right level for residents and communities				
Elected Members:	<p>Positive: Members supported as civic and community leaders</p> <p>Positive: Constituency Committees focussed on driving and delivering the Wirral Plan and local priorities, with the freedom to utilise resources accordingly</p>				
Communities	<p>Positive: More resilient and independent residents and communities who are able to support each other</p> <p>Positive: A focus on individual wellbeing, greater local control and influence, and control in relation to assets, open spaces and the place</p> <p>Positive: Released capacity, knowledge, assets and expertise from and to local communities</p>				
Public, private, third sector partners	<p>Positive: More influence over the delivery of public services at a local level</p> <p>Positive: The third sector enabled to be an equal partner to deliver shared outcomes</p>				

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

Actions will be monitored by the project team which meets weekly

**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 first 2 years of the neighbourhood working programme, best practice models from other areas, the Wirral Plan pledges, and meetings with key partners. Results from the residents' survey will also be considered.

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

Yes, with key partners

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

Workstream meetings will be held with key partners during October / November 2015, in order to produce a 3 year Neighbourhood Working Development Plan

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?**