



# Equality Impact Assessment Toolkit

## (April 2014)

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

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**Chief Officer:** Clare Fish

**Directorate:** Families and Wellbeing

**Date:** 10<sup>th</sup> March 2016

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

#### **Wirral's Leisure Strategy Phase 1**

This strategy is to promote and celebrate Wirral's parks, coast and countryside for leisure activities, encourage people to take part in sports, leisure and social activities and to increase pride in Wirral's communities and encourage more residents to volunteer.

Through this strategy, we will work with all stakeholders on a clear set of priorities to enhance Wirral's leisure offer to promote active lifestyles and ensure that Wirral's leisure facilities are fit for purpose and accessible to all.

### **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 – 21<sup>st</sup> March 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/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2014>

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

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other** (please state e.g. Partners, Private Sector, Voluntary & Community Sector)

A partnership approach has been adopted to develop Wirral's Leisure Strategy which includes the public, private, voluntary and community sectors.

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>
<b>Partners</b>	<p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>The strategy will facilitate those partnerships working to deliver more seamless, efficient and resident focused services delivering improved outcomes for all residents.</li> <li>Volunteering opportunities are identified.</li> </ul> <p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Leisure Strategy Steering Group	Ongoing	Wirral's leisure strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
<b>The local community</b>	<p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>Delivery of Wirral's Leisure Strategy is focused on delivering outcomes for all residents, organisations and businesses, encouraging them to take advantage of what Wirral has to offer in terms of leisure.</li> </ul>	Not applicable	Leisure Strategy Steering Group	Ongoing	Wirral's leisure strategy will be co-ordinated in partnership by existing staff resource. Any

	<ul style="list-style-type: none"> <li>• Encouraging people to be active, enjoy their social time and to volunteer.</li> <li>• Potential for positive impacts if more people become active and volunteer in their local community.</li> <li>• More opportunities to find out about ways in which residents can support leisure in their area.</li> </ul> <p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>				additional resource requirements will be identified as a detailed delivery plan is developed.
<b>People who use services</b>	<p><b>Positive impact</b> The strategy is for all of Wirral's residents and visitors.</p> <p>The strategy will improve the access to and knowledge about current leisure activities within Wirral.</p> <p>Strategy priorities:</p> <ul style="list-style-type: none"> <li>• <b>Promote and celebrate Wirral's parks, coast and countryside for leisure activities.</b></li> <li>• <b>Encourage people to take part in sports, leisure and social activities.</b></li> <li>• <b>Increase pride in Wirral's communities and encourage more residents to volunteer..</b></li> </ul> <p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Leisure Strategy Steering Group	Ongoing	Wirral's leisure strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
<b>Parents/Carers</b>	<p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>• Potential for positive impact if more families are inspired to become involved in leisure in</li> </ul>	Not applicable	Leisure Strategy Steering Group	Ongoing	Wirral's leisure strategy will be co-ordinated in

	<p>Wirral and more young people are encouraged to participate from an early age.</p> <ul style="list-style-type: none"> <li>The strategy will support the Carer's Partnership Board in the implementation of the Wirral strategy for carers.</li> </ul> <p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>				partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
<b>Race</b>	<p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>The strategy will be inclusive to all religions and beliefs.</li> <li>Anecdotal evidence suggests that older people in BME communities do not make full use of services available to them. Further work required e.g. campaigns and targeted activities.</li> <li>Potential for positive impacts if more people are offered services. Ensures a consistent approach across the partnership.</li> </ul> <p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Leisure Strategy Steering Group	Ongoing	Wirral's leisure strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
<b>Gender</b>	<p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>The strategy will be inclusive to all genders.</li> <li>Potential for positive impacts if more people are offered services, especially young girls who have some of the lowest participation rates in sports in their teenage years.</li> <li>Ensures a consistent approach across the partnership.</li> </ul>	Not applicable	Leisure Strategy Steering Group	Ongoing	Wirral's leisure strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements

	<p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>				will be identified as a detailed delivery plan is developed.
<b>Age</b>	<p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>• The strategy will be inclusive to all ages.</li> <li>• Will contribute to tackling issues such as social isolation amongst older people.</li> <li>• Will contribute to encouraging younger people to participate in active lifestyles from an early age.</li> <li>• Potential for positive impacts if more people are aware of Wirral's leisure offer and in general leisure carries benefits to both mental and physical health to all ages.</li> </ul> <p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Leisure Strategy Steering Group	Ongoing	Wirral's leisure strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
<b>Gender Reassignment</b>	<p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>• The strategy will be inclusive to all religions and beliefs.</li> <li>• Potential for positive impacts if more people are offered services.</li> <li>• Ensures a consistent approach across the partnership.</li> </ul> <p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Leisure Strategy Steering Group	Ongoing	Wirral's leisure strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
<b>Religion and Belief</b>	<p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>• The strategy will be inclusive to all religions and beliefs.</li> <li>• Potential for positive impacts if more people are offered services.</li> <li>• Ensures a consistent approach across the</li> </ul>	Not applicable	Leisure Strategy Steering Group	Ongoing	Wirral's leisure strategy will be co-ordinated in partnership by existing staff resource. Any

	<p>partnership.</p> <p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>				<p>additional resource requirements will be identified as a detailed delivery plan is developed.</p>
<p><b>Sexual Orientation</b></p>	<p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>• The strategy will be inclusive to all sexual orientations.</li> <li>• Potential for positive impacts if more people are offered services.</li> <li>• Ensures a consistent approach across the partnership.</li> </ul> <p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Leisure Strategy Steering Group	Ongoing	<p>Wirral's leisure strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.</p>
<p><b>Marriage and civil partnership</b></p>	<p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>• The strategy will be inclusive to all people regardless of their marital status.</li> <li>• Potential for positive impacts if more people are offered services.</li> <li>• Ensures a consistent approach across the partnership.</li> </ul> <p><b>Negative impact</b> None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Leisure Strategy Steering Group	Ongoing	<p>Wirral's leisure strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.</p>

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

Wirral's Leisure Strategy will be implemented and monitored by the steering group and progress against the actions set out in the strategy will be measured by key performance indicators.

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

N/A

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

Wirral Council Plan: A 2020 Vision  
Wirral Residents Survey 2015 Results  
Wirral Visitor Research Study 2011  
Wirral Parks Survey 2012  
Public Health England  
Sport England  
Joint Strategic Needs Assessment (JSNA)  
Feedback from stakeholder consultation event  
Feedback from steering group

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

**Yes**

The strategy has been developed through a partnership steering group and has been subject to wider consultation with residents, partners and other stakeholders through the development of the strategy. A stakeholder event took place in January 2016 and the feedback from the event has been used to inform the final draft of the strategy.

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



Ongoing work will continue with the steering group.

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 its 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?**