

Equality Impact Assessment Toolkit

(April 2014)

Section 1: Your details

EIA lead Officer: Simon Fisher

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Head of Section: John Skinner

Chief Officer: Julia Hassall

Directorate: Families and Wellbeing

Date: 08/03/2016

Section 2: What Council proposal is being assessed?

Update report to the Families and Wellbeing Policy and Performance Committee on the Outcomes for Children in Care and Scrutiny Review undertaken by elected members in August 2013.

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

Families and Wellbeing Policy and Performance Committee on
08/03/16.....

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)

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

Transformation & Resources (Resources, Pensions, Legal / Member Services, Human Resources & Organisational Development, Business Processes)

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

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>

Regeneration & Environment (Environment & Regulation, Housing & Community Safety, Regeneration)

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

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

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community 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
Children Looked After by the authority and care leavers	<p>The purpose of the Scrutiny Review and the subsequent actions related to the recommendations is to improve outcomes and life chances for this group of young people.</p> <p>The council has a duty to improve outcomes for these groups, which will have associated benefits to young people's employment prospects and the contribution they make to wider society. This area will also be a focus of Ofsted inspections of children's services.</p> <p>Social care staff have been affected by some of the restructure changes but were consulted separately about this as part of the Future Council agenda.</p>	<p>None required as the changes made by the department are intended to improve outcomes for children and young people. Some of the changes made have been achieved through a restructure of children's social care.</p>	Simon Fisher	Nil	Nil

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

This area of work is monitored by Senior Managers through regular performance reporting and also quarterly via the Corporate Parenting Group.

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

Because the changes made are intended to improve outcomes for already disadvantaged groups and without any detrimental impact on other groups of young people.

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

None.

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

No –

If 'yes' please continue to section 7.

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

Consultation has already taken place as part of the Scrutiny review and the implementation of subsequent actions.

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

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

Before you complete your consultation, please email your preliminary EIA to 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 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 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?**