

Equality Impact Assessment Toolkit

(April 2014)

Section 1: Your details

EIA lead Officer: Janice Monty

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Head of Section: Andrew Roberts

Chief Officer: Julia Hassall

Directorate: Families and Wellbeing

Date: 10th April 2015

Section 2: What Council proposal is being assessed?

Decommissioning of service areas due to Future Council savings

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

No

If 'yes' please state which meeting and what date

.....

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)

- X **Services**
The workforce
- X **Communities**
- X **Other** 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 and Young people from the BME community	Negative Impact: Young People may not have access to appropriate guidance in Risk Taking Behaviour	The work by CYPD targeted services will still provide a level of service. Work with OD to develop a training programme for front line workers to help equip them better in understanding different cultures and needs when assessing and supporting BME families	Janice Monty	April 2015	A reduction in funding from March 2015 will mean that there are less resources to target work with this group
Families	Negative impact: Fewer families will receive support at an early stage and may cause problems to escalate. There will also be less evidence based parenting interventions for families to access at a preventative stage.	There would be support for those families with the greatest need, where intervention will be most effective in reducing family breakdown and the need for specialist services.	Janice Monty	March 2015	There will be a reduction in parenting and family support services to meet need at a preventative level
Families effected by Domestic Violence	Negative Impact: There will be a short gap in this service area which will mean that less children and families who experience domestic violence will be supported.	This area will be re-commissioned once the research and information around gaps is completed. This will be done in partnership with FSU, Community Safety and PH	Janice Monty	March 2015	There will be a reduction in parenting and family support services to meet

					need at a preventative level

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

Through the data produced from the Gateway and by the Children's Trust Board

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?

The priorities which has led to the subsequent de-commissioning of services and a reduction of contracts have been determined following analysis of funding efficiencies, JSNA and quarterly monitoring information.

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

Yes / No – (please delete as appropriate)

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why: This has already been consulted on as part of the Future Council savings

(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?**