

# Equality Impact Assessment Toolkit

(April 2014)

## Section 1: Your details

**EIA lead Officer:** Julie Graham

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**Head of Section:** Fiona Johnstone

**Chief Officer:** Fiona Johnstone

**Directorate:** Families and Wellbeing

**Date:** December 2015

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

Improving Life Chances Strategy (Phase 1)

## 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**

Cabinet                              22 Feb

**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** (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](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>
<p>The strategy focuses on geographical areas, specifically targeting more deprived communities. Within these communities it is anticipated that all the protected groups stated will be represented.</p>	<p>The strategy is intended to increase the numbers of people moving out of poverty, and to target those who are the most vulnerable.</p> <p>National policies could have the potential to impact on local initiatives to reduce child poverty. Overall the statistics show that child poverty on Wirral has reduced slightly.</p> <p>Vulnerable groups may not be aware of the support available to reduce poverty.</p>	<p>It is not possible to mitigate national policy; however we will ensure that we review the likely impact of relevant policies, and consider what action may need to be taken. We have undertaken some initial insight work on the impact of child poverty, and will look to carry out more detailed analysis to support the delivery of the strategy.</p> <p>We have mapped existing support services and will</p>	<p>Fiona Johnstone/ Julie Graham</p>	<p>Ongoing</p>	<p>A shift in working/networking will be required for the majority of this work.</p> <p>The child poverty training will need to be resourced.</p>

		make that available through neighbourhood approaches to information and advice.			
The strategy requires the workforce to be more joined up	The impact should be positive and lead to greater satisfaction for local workers.	Initial changes and flexibility will be required. Clear leadership and communication should prevent any potential misunderstanding. A stakeholder workshop was planned to enable local organisations to contribute their views on how areas could better be joined up. Child poverty training will be made available	Fiona Johnstone/ Julie Graham		Increasing the links between services should make their delivery more cost effective.

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

The Improving Life Chances Steering (ILC) Group currently meets monthly to progress the strategy development. From February onwards it is intended that working groups will be established to take each of the workstreams forward. Progress against key indicators/milestones will be reported back to the ILC Group on a quarterly basis. There will be a requirement to notify the group of any issues and mitigating actions in the interim should they occur.

**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?**

There is a specific child poverty chapter in the Wirral JSNA that supports the approach of targeting more deprived communities to tackle child poverty and improve life chances. Evidence from the evaluation of the national pilot programmes has also been used to inform the selection of key target groups.

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

**Yes**

**If 'yes' please continue to section 7.**

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

(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?**

Insight work through focus groups and interviews has already been completed with local communities (report available). Insight from the recently completed ESRO Health and

Worklessness project has also been utilised. Further consultation is planned for the New Year to inform the development of the action plan.

A stakeholder workshop was held with the local workforce in November to inform the strategy development.

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?**