

Equality Impact Assessment Toolkit

(April 2014)

Section 1: Your details

EIA lead Officer: Nancy Clarkson

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Head of Section: David Armstrong

Chief Officer: Julia Hassall

Directorate: Families and Wellbeing

Date: 13 October 2014

Section 2: What Council proposal is being assessed?

Schools Traded Services Separate Legal Entity – Initial EIA

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 6 November 2014.....

Please select hyperlink to where your EIA is/will be published on the Council's website

Families & Well-Being (Adult Social Services, Children & Young People, Sport & Recreation)

<http://bit.ly/famwellEIA>

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)

Other public and private sector organisations delivering services to schools.

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
Race	Wirral Council and Cheshire West and Chester (CW&C) Council are compliant with all aspects of the Equality Act (2010).	This adherence to the Equality Act (2010) will be continued in the new company.	D Armstrong (Wirral); M Parkinson (CW&C) Company Managing Director	April 2015 and ongoing	
Gender	Within existing school traded services the catering and cleaning workforce is predominately female part-time workers. Wirral Council and CW&C Council are compliant with all aspects of the Equality Act (2010).	TUPE protection will apply to all affected staff. This will ensure the continuation of existing terms and conditions. This adherence to the Equality Act (2010) will be continued in the new	D Armstrong (Wirral); M Parkinson (CW&C) Company Managing Director	April 2015 and ongoing	

		company.			
Disability	Wirral Council and CW&C Council are compliant with all aspects of the Equality Act (2010).	This adherence to the Equality Act (2010) will be continued in the new company.	D Armstrong (Wirral); M Parkinson (CW&C) Company Managing Director	April 2015 and ongoing	
Gender reassignment	Wirral Council and CW&C Council are compliant with all aspects of the Equality Act (2010).	This adherence to the Equality Act (2010) will be continued in the new company.	D Armstrong (Wirral); M Parkinson (CW&C) Company Managing Director	April 2015 and ongoing	
Age	The proposed SLE will take the form of a Community Interest Company reinvesting growth surplus into appropriate initiatives supporting educational objectives for young people. Wirral Council and CW&C Council are compliant with all aspects of the Equality Act (2010).	This adherence to the Equality Act (2010) will be continued in the new company.	D Armstrong (Wirral); M Parkinson (CW&C) Company Managing Director	April 2015 and ongoing	
Pregnancy and Maternity	Wirral Council and CW&C Council are compliant with all aspects of the Equality Act (2010).	This adherence to the Equality Act (2010) will be continued in the new company.	D Armstrong (Wirral); M Parkinson (CW&C)	April 2015 and ongoing	

			Company Managing Director		
Religion and Belief	Wirral Council and CW&C Council are compliant with all aspects of the Equality Act (2010).	This adherence to the Equality Act (2010) will be continued in the new company.	D Armstrong (Wirral); M Parkinson (CW&C) Company Chief Executive	April 2015 and ongoing	
Sexual orientation	Wirral Council and CW&C Council are compliant with all aspects of the Equality Act (2010).	This adherence to the Equality Act (2010) will be continued in the new company.	D Armstrong (Wirral); M Parkinson (CW&C) Company Managing Director	April 2015 and ongoing	
Marriage and Civil Partnership	Wirral Council and CW&C Council are compliant with all aspects of the Equality Act (2010).	This adherence to the Equality Act (2010) will be continued in the new company.	D Armstrong (Wirral); M Parkinson (CW&C) Company Managing Director	April 2015 and ongoing	
Staff	Staff have been employed by Wirral and CW&C Councils. A change of employer would be an imposed change - should they wish to continue to be employed in their existing role. Some staff may consider this to be a negative move. Staff will have more involvement and	TUPE protection will apply to all affected staff. This will ensure the continuation of existing terms and conditions. Consultation informal and	D Armstrong (Wirral); M Parkinson (CW&C) Company Managing Director	November 2014 and ongoing	

	<p>autonomy in decision making. A new company will enable a refresh of practice and delivery. The scope of services will be developed and enhanced. Staff will play a major part in the future forward planning of the services to be delivered.</p>	<p>formal with all affected staff and representatives will be consistent throughout this process. Staff will be encouraged to engage in the process and feedback will be documented and evaluated.</p> <p>Formal consultation with all staff will commence subject to Cabinet approval.</p>			
Schools	<p>The new SLE traded services will be developed with schools. As a not for profit organisation the company will offer value for money to schools reinvesting growth surplus into high quality services. Provision of services is focused on improving outcomes for children and young people including disadvantaged young people. Effectively managed educational establishments in Wirral impact positively on local communities.</p>	<p>School user group contribution to developments; school representatives on the Company Board; communication and engagement with schools throughout the implementation process and embedded into the new company operating arrangements.</p>	<p>D Armstrong (Wirral); M Parkinson (CW&C)</p> <p>Company Managing Director</p>	<p>April 2015 and ongoing</p>	
Young People	<p>The proposed SLE will take the form of a Community Interest Company reinvesting growth surplus into appropriate initiatives supporting educational objectives. As a shareholder in the proposed SLE Wirral Council will act to ensure provision of services is focused on improving outcomes for children and young people including disadvantaged young people.</p>		<p>D Armstrong (Wirral); M Parkinson (CW&C)</p> <p>Company Managing Director</p>	<p>April 2015 and ongoing</p>	

The Local Community	The company will take the form of a Community Interest Company reinvesting growth surplus into providing high quality value for money services to schools and appropriate initiatives supporting educational objectives. Effectively managed educational establishments in Wirral impact positively on local communities.		D Armstrong (Wirral); M Parkinson (CW&C) Company Managing Director	April 2015 and ongoing	

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

Single Legal Entity (SLE) Company Board
Council shareholder oversight of the Single Legal Entity (SLE)

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?

Feedback from briefing sessions with staff from both Councils.
Consultation with School User Group.
Evaluation of current traded services in both Councils.

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 for publishing)

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

Formal consultation will commence subject to Cabinet approval.

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?**