

# Equality Impact Assessment Toolkit

(April 2014)

## Section 1: Your details

EIA lead Officer: Paul Smith

Email address: [paulsmith@wirral.gov.uk](mailto:paulsmith@wirral.gov.uk)

Head of Section: Andrew Roberts

Chief Officer: Julia Hassall

Directorate: Families & Well-Being

Date: 7<sup>th</sup> November 2014

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

The investment of £100k in a partnership bid for Youth Engagement Funding. If the bid, led by Career Connect, is successful the investment will secure a further £600k local investment to support Wirral vulnerable young people aged 15 to 17.

## 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](#))

**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](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.

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 and Religion	Ensure local community access to the service.	Any identified barriers to access have been assessed and local planning takes account of these. The service is aligned to the Council Access Strategy.	Paul Smith	April 2015	None
Gender	Need ensure full access and engagement of all eligible young people.	Ensure that the marketing and communications plan promotes the service to all young people	Paul Smith	April 2015	None
Disability	Service delivery locations need to take accounts of the needs of disabled young people.	The service will be accessed from the Council's One Stop Shops and Libraries facilities which have enabled access for disabled people.	Paul Smith	April 2015	None

		Ensure accessible communication types			
Pregnancy and maternity	Need to ensure appropriate access either locally or remotely to ensure pregnant young people can engage and access the service.	Provide a service which includes peripatetic personal advisors who are agile workers.	Paul Smith	April 2015	None
Other	The service will be sensitive to the needs of all eligible vulnerable Wirral young people and will provide appropriate support wherever necessary.				

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

The service activity will quality assured in the same way as the participation and engagement service. The QA includes mystery shopping activity, young peoples' voice surveys, contract performance meetings etc...

Activity will also be monitoring on a monthly basis using the borough NEET figures, with a specific focus on the vulnerable groups.

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

The services which we are planning to deliver, part funded by the Youth Engagement Fund, are designed to support Wirral's most vulnerable young people to stay engaged in education and / or make a post transition in to post 16 education, training and / or employment.

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

- Borough statistics for those young people aged 16-18 not in employment, education and / or training (NEET). Specifically, geographical hotspots.
- Demographic information.
- Analysis of access and proximity for delivery centres.
- Consideration of protected characteristics groups by geography.

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

No

If 'yes' please continue to section 8.

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

The service will only add value and facilitate efficiencies in existing services being delivered. This is not a proposal for a new redesigned service of young people.

(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?**

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?**