Equality Impact Assessment Toolkit
(April 2014)

Section 1: Your details

EIA lead Officer: Mary Worrall
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Head of Section: Mary Worrall
Chief Officer: Mark Smith
Directorate: Regeneration and Environment
Date: 21st October 2014

Section 2: What Council proposal is being assessed?

Cost Neutral Schools Grounds Maintenance

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

Yes  If ‘yes’ please state which meeting and what date

Cabinet, date to be confirmed.

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

<p>| | |</p>
<table>
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<tbody>
<tr>
<td>x</td>
<td>Services</td>
</tr>
<tr>
<td>x</td>
<td>The workforce</td>
</tr>
<tr>
<td></td>
<td>Communities</td>
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<tr>
<td>x</td>
<td>Other (please state eg: Partners, Private Sector, Voluntary &amp; Community Sector)</td>
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</tbody>
</table>

Schools who have responsibility for their sites

If you have ticked one or more of above, please go to section 4.

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<td></td>
<td>None (please stop here and email this form to your Chief Officer who needs to email it to <a href="mailto:engage@wirral.gov.uk">engage@wirral.gov.uk</a> for publishing)</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th>Which group(s) of people could be affected</th>
<th>Potential positive or negative impact</th>
<th>Action required to mitigate any potential negative impact</th>
<th>Lead person</th>
<th>Timescale</th>
<th>Resource implications</th>
</tr>
</thead>
<tbody>
<tr>
<td>School children</td>
<td>If school grounds are not cared for sufficiently, children may be less active with potential negative impact on health</td>
<td>Briefings for schools to advise of changes to charges structure with sufficient time for schools to identify alternative providers if they so wish.</td>
<td>Parks and Countryside Head of Service</td>
<td>31/12/14</td>
<td>Officer Time</td>
</tr>
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Section 4a: Where and how will the above actions be monitored?

Number of schools that renew their grounds maintenance SLA with Parks and Countryside and reduction in Parks budgetary pressure

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

Grounds maintenance can be provide by other grounds maintenance providers if schools chose not to take grounds maintenance service from Parks and Countryside

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

Review of cost of providing grounds maintenance to schools. The proposal is to make the provision of the service cost neutral, presently charge to schools is only 4/9ths of the cost of the provision of the service.

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?

Via The Trade Service /WEQS management board and Head Teacher groups

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?