

Equality Impact Assessment Toolkit

(April 2014)

Section 1: Your details

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Chief Officer: Fiona Johnstone

Directorate: Families and Wellbeing

Date: January 2016

Section 2: What Council proposal is being assessed?

Ageing Well in Wirral strategy Phase 1

This strategy is to support Wirral residents as they grow older in order to deliver the Wirral Plan pledge 'Older People Live Well' and will target residents aged 50+. The strategy is fundamentally about a coordinated response to the challenges of the ageing population and the measures that the Wirral partnership with support from other local groups need to take to address the priority areas identified within the strategy.

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 - 25th January 2015

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/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2014/families>

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

- ✓ **Services**
- The workforce**
- ✓ **Communities**
- ✓ **Other** (please state e.g. Partners, Private Sector, Voluntary & Community Sector)

A partnership approach has been adopted to develop the Ageing Well strategy which includes the public, private, voluntary and community sectors.

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
<p>The local community</p>	<p>Positive impact</p> <ul style="list-style-type: none"> • Delivery of the Ageing Well strategy is geared towards all organisations and businesses supporting those over 50 to be more independent, resilient and to reach their full potential. • There is the potential to impact positively on the lives of those aged 50+ and also on carers of older people. • The strategy also raises awareness to the community of issues faced by older people, especially the likes of dementia. <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Not applicable</p>	<p>Ageing Well Steering Group</p>	<p>Ongoing</p>	<p>The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.</p>

<p>People who use services</p>	<p>Positive impact The strategy is for all people in Wirral aged 50+.</p> <p>The strategy will improve the access to and knowledge about current services within Wirral.</p> <p>Strategy priorities:</p> <ul style="list-style-type: none"> • Involvement in the development and delivery of appropriate training for staff • Support to obtain and maintain employment/volunteering opportunities • Joint working with all partners to improve the lives of people over 50 in Wirral • Staff who are experienced and knowledgeable about issues that affect older people, especially dementia. <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Not applicable</p>	<p>Ageing Well Steering Group</p>	<p>Ongoing</p>	<p>The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.</p>
<p>Parents/Carers</p>	<p>Positive impact</p> <ul style="list-style-type: none"> • Carers will know that the staff who are caring for the person who uses services are highly skilled and their health and social care assessed needs will continue to be met in the service. • The strategy will support the Carer's Partnership Board in the implementation of the Wirral strategy for carers. <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Not applicable</p>	<p>Ageing Well Steering Group</p>	<p>Ongoing</p>	<p>The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.</p>

<p>Partners</p>	<p>Positive impact</p> <ul style="list-style-type: none"> The strategy will facilitate those partnerships working to deliver more seamless, efficient and resident focused services delivering improved outcomes for those aged 50+. <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Not applicable</p>	<p>Ageing Well Steering Group</p>	<p>Ongoing</p>	<p>The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.</p>
<p>Race</p>	<p>Positive impact</p> <ul style="list-style-type: none"> The strategy will be inclusive to all races. Anecdotal evidence suggests that older people in BME communities do not make full use of services available to them due to fear or lack of awareness of preventative services. Potential for positive impacts if more people are offered services. Ensures a consistent approach across the partnership. <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Not applicable</p>	<p>Ageing Well Steering Group</p>	<p>Ongoing</p>	<p>The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.</p>
<p>Gender</p>	<p>Positive impact</p> <ul style="list-style-type: none"> The strategy will be inclusive to all genders. Potential for positive impacts if more people are offered services. Ensures a consistent approach across the partnership. <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Not applicable</p>	<p>Ageing Well Steering Group</p>	<p>Ongoing</p>	<p>The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified</p>

					as a detailed delivery plan is developed.
Age	<p>Positive impact</p> <ul style="list-style-type: none"> This is a key strand of the strategy and will be of benefit to all those aged over 50. POPPI data forecasts a huge increase in the numbers of older people over the next decade. Potential for positive impacts if more people are aware of issues which may affect them in later life and to know how to access the right information at the right time. <p>Negative impact</p> <p>None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Ageing Well Steering Group	Ongoing	The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
Gender Reassignment	<p>Positive impact</p> <ul style="list-style-type: none"> The strategy will be inclusive to all genders including gender reassignment. Potential for positive impacts if more people are offered services. Ensures a consistent approach across the partnership. <p>Negative impact</p> <p>None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Ageing Well Steering Group	Ongoing	The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
Religion and Belief	<p>Positive impact</p> <ul style="list-style-type: none"> The strategy will be inclusive to all religions and beliefs. Potential for positive impacts if more people are offered services. Ensures a consistent approach across the partnership. 	Not applicable	Ageing Well Steering Group	Ongoing	The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional

	<p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>				resource requirements will be identified as a detailed delivery plan is developed.
Sexual Orientation	<p>Positive impact</p> <ul style="list-style-type: none"> • The strategy will be inclusive to all sexual orientations. • Potential for positive impacts if more people are offered services. • Ensures a consistent approach across the partnership. <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Ageing Well Steering Group	Ongoing	The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
Marriage and civil partnership	<p>Positive impact</p> <ul style="list-style-type: none"> • The strategy will be inclusive to all people regardless of their marital status. • Potential for positive impacts if more people are offered services. • Ensures a consistent approach across the partnership. <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Ageing Well Steering Group	Ongoing	The Ageing Well in Wirral strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.

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

The Ageing Well in Wirral strategy will be implemented and monitored by the project group. Further monitoring of any services that are commissioned based on this strategy will be carried out by the Quality Assurance Team. KPIs will be established for any services commissioned and monitored by the commissioners and contract team.

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?

Wirral Council Plan: A 2020 Vision
Wirral Residents Survey 2015 Results
Joint Strategic Needs Assessment
Age UK & Age UK Wirral
New Policy Institute (NPI)
Health Survey for England
Office for National Statistics (ONS)
Feedback from stakeholder consultation event
Feedback from steering group

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

Yes

The strategy has been developed through a partnership steering group and has been subject to wider consultation with residents, partners and other stakeholders through the development of the strategy. A stakeholder event took place in November 2015 and the feedback from the event has been used to inform the final draft of the strategy.

(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 meetings with all stakeholders have taken place with formal feedback provided on the 11th November 2015. All steering group organisations have distributed the strategy and held consultation sessions with colleagues, service users and other linked 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 its 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?**