Equality Impact Assessment Toolkit
(April 2014)

Section 1: Your details

EIA lead Officer: Sally Shah

Email address: sallyshah@wirral.gov.uk

Head of Section: Alan Evans

Chief Officer: David Armstrong

Directorate: Regeneration, Housing & Planning

Date: January 2016

Section 2: What Council proposal is being assessed?

The Wirral Growth Plan builds upon the Wirral Investment Strategy which provided the framework for economic development in Wirral between 2011 and 2015. The Wirral Growth Plan has been developed in the context of ‘The Wirral Plan: A 2020 Vision’ and sets out an ambitious vision for Wirral to secure its economic future by attracting investment, reducing economic inequalities and creating sustainable employment opportunities for the residents of Wirral.

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 2016

Please select hyperlink to where your EIA is/will be published on the Council’s website (please select appropriate link & delete those not relevant)
Section 3:  Does the proposal have the potential to affect…… (please tick relevant boxes)

☐ Services
☐ The workforce
☐ Communities
☐ Other - The private 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 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.

<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>All Protected Groups</td>
<td><strong>Positive:</strong> For all of the protected groups, the Wirral Growth Plan aims to reduce economic inequalities by increasing employment, training, business, skills and self-enterprise opportunities, particularly for those residents who are economically disadvantaged or living in deprived neighbourhoods.</td>
<td>N/a</td>
<td>Wirral Growth Plan Alan Evans</td>
<td>The Wirral Growth Plan covers the period 2016-2020</td>
<td>Staff to design and co-ordinate the Plan. Financial resources to deliver specific interventions.</td>
</tr>
<tr>
<td>All Protected Groups</td>
<td><strong>Negative:</strong> Risk of not addressing all barriers to employment, training, skills, business and self-enterprise for all of the protected groups.</td>
<td>To carry out a scoping exercise of barriers for all of the protected groups will be included within the Growth Plan action plans in order for those barriers to then be addressed.</td>
<td>Wirral Growth Plan Alan Evans</td>
<td>The growth plan action plans must be completed by March 2016.</td>
<td>Staff to work on scoping exercises and action plans.</td>
</tr>
</tbody>
</table>
Section 4a: Where and how will the above actions be monitored?

Monitoring of the Wirral Growth Plan will be done by regularly reviewing the impact and effectiveness of our economic interventions and projects through the collation of monthly and quarterly statistical analysis and the production of Wirral’s Economic Profile. As part of the Vision 2020 we will also be required to report on progress towards the pledges which are covered by the Wirral Growth Plan. Progress against these measures will be reported on a quarterly basis. We will also monitor qualitative feedback from our private and public sector partners on how we can continuously improve and maximise the positive benefits of the proposed interventions, and to adapt and develop appropriate new ones as necessary.

Subsequent EIAs for each of the action areas in the Growth Plan will set out in more detail how specific projects will be monitored to demonstrate their impact in reducing economic inequalities for specific groups.

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

Economic inequalities exist across a wide range of groups in the population throughout the whole of the borough. The Wirral Growth Plan and subsequent interventions by the Council and our partners aim to address and mitigate these inequalities. It is therefore envisaged that the Wirral Growth Plan will not have any negative impact on the protected groups of Wirral.

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

The Wirral Growth Plan is underpinned by a comprehensive evidence base, developed through a detailed and robust analysis of Wirral’s economy, and using on ongoing economic analysis and intelligence. Wirral’s Quarterly Economic Profiles contains a wide range of data, from a whole host of sources regarding many economic topics relevant to the Wirral Growth Plan such as Population, Employment Statistics, Business Statistics and more.

Where possible we do try to use information that enables the analysis of economic inequalities and disadvantaged groups (eg poverty, gender, ethnicity, disability) or spatial areas.

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

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

Consultation carried out with regards to the Wirral Plan: A 2020 Vision, was incorporated into the pledges relating to the Business Priority of the Plan. This priority forms the basis of the Growth Plan.

Consultation with our strategic partners both internally and externally including the Growth Plan Board and Wirral’s Business Forum, has taken place through a series of 1-2-1 meetings and a collation of Stakeholder checklists which were developed to capture all stakeholders needs and priorities for the Wirral Growth Plan.

Spatial planning and ‘Place’ priorities are also being identified through the Local Development Framework (LDF) process which includes extensive public consultation at various stages of its development.

As stated above in section 5a, we have an ongoing process of consultation and feedback with key partners to review the effectiveness of interventions, and to adapt and develop appropriate new ones as necessary.

Additional consultation will also take place as appropriate, as new interventions are developed for each action area.

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?