

# Equality Impact Assessment Toolkit (March 2017)

**Section 1: Your details**

**EIA lead Officer:** Maxine Joynson

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**Head of Section:** Chris Hyams, Assistant Director HR & OD

**Chief Officer:** David Armstrong

**Directorate:** Business Services

**Date:** 7<sup>th</sup> June 2017

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

**The introduction of a Foster Carers policy for employees**

**Section 2a: Will this EIA be submitted to a Cabinet or Committee meeting?**

**Yes / No** If 'yes' please state which meeting and what date

Employments and Appointments Committee 27 June 2017

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

**Business** (Finance, Law & Governance, Construction and Facilities Management, HR / OD, Commissioning & Procurement, Asset Management, Digital)

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2017/business>

**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)

**Children and Young People in foster care**

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.**

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
All Employees	<p>The introduction of a Foster Carers Policy for employees is positive across the workforce and for all protected groups.</p> <p>Positive – the Policy may lead to an increase in the take-up rates of Foster Carers.</p> <p>Positive – Wirral is the first Local Authority in the Merseyside region to adopt a Fostering Friendly Policy for employees.</p> <p>Neutral – promotion of the new Policy will need to be communicated to employees and managers.</p> <p>Negative – we do not know the numbers of</p>	<p>Ensure news item is included on intranet and targeted campaign to Children’s Services</p> <p>Include as part of staff</p>	<p>Maxine Joynson</p> <p>Maxine</p>	<p>September 2017</p> <p>December</p>	<p>Officer time only</p> <p>Officer time</p>

	our employees that are, or may wish to become, foster carers.	confidence campaign to increase data knowledge	Joynson	2017	only
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**Section 4a: Where and how will the above actions be monitored?**

A staff confidence campaign will be carried out during the Autumn 2017. Employees will be encouraged to update their personal equality information via self-serve to help close the data gaps.

The annual Workforce Equality report (as part of our legal requirements under the Public Sector Equality Duty 2011) will demonstrate progress made and evidence the reduction in data gaps.

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

n/a

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

At June 2017, Wirral had 787 children and young people looked after by Wirral Council .Of these children and young people, 604 are in foster care. This is a large number in proportion to the local population.

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

**Yes**– (please delete as appropriate)

**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](mailto:engage@wirral.gov.uk) for publishing)

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

Trade Union representatives have been consulted as part of the proposal to become a Fostering Friendly Employer.

The views of Employments and Appointments Committee will be sought on 27 June 2017.

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.