

Equality Impact Assessment Toolkit

(March 2017)

Section 1: Your details

EIA lead Officer: Nicola Butterworth

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Head of Section: Nicola Butterworth

Chief Officer: Nicola Butterworth

Directorate: Business Management

Date: 27th November 2018

Section 2: What Council proposal is being assessed?

Strengthening commissioning opportunities for local, Voluntary, Community, Social Enterprises in Wirral

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

No

Business Management (Finance, Law & Governance, Construction and Facilities Management, HR / OD, Commissioning & Procurement, Asset Management, Digital)
wirral.gov.uk/eia

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.

Section 4:

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

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
VCSE sector	Positive impact – this project is working on strengthening the opportunities for VCSE sector to support the creation of more commissioning opportunities with local and Voluntary Community Social Enterprises (VCSE) organisations with Wirral Council.	Whilst this impact is looking to strengthen the opportunities for VCSE sector in commissioning opportunities. The project will work with a cohort of organisation, to mitigate any potential negative impact the project would ensure there was a diverse mix of organisations within the cohort to ensure a true reflection of the local VCSE sector in Wirral	Keith Sailes	Project length is approx. 18 months	Support from procurement team at Wirral Council working with project lead

VCSE Sector	Negative – there may be an assumption amongst organisations that are not chosen to join the project on this occasion, that their work is not valued or seen as an important part of delivering services on Wirral	VCSE organisations are seen as a vital part of delivering the Wirral Plan, its associated 2020 Pledges and the Wirral Together Strategy. Support and value for such organisations will continue and by being able to equip this cohort with the enhanced skills, network opportunities and knowledge, we will strengthen the sector as a whole. The Communities Equalities Officer will be involved at all stages of the project and will oversee and advise regarding any negative impact.	Keith Sailes/Mark Edgar – Communities Equalities Officer		
Communities (All protected characteristics)	Positive – by commissioning this work through Capacity, we are able to target resources better and enable the sector to deliver services at a local level. We feel that working in this way will encourage collaboration between voluntary organisations, help provide networking opportunities. It will also enhance the current skillset of the voluntary organisations chosen and will help make the sector as a whole, able to commit to an ever changing and competitive environment.		Keith Sailes		

	<p>This can lead to a positive impact on communities as organisations may be able to deliver in a more holistic way, which will minimise duplication and help VCSE's maximise their resources whilst retaining their identity, local knowledge and specialisms within their field.</p>				
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Section 4a: Where and how will the above actions be monitored?

There will be monthly project meetings to ensure key milestones are monitored and delivered. The project team will ensure any actions captured within this EIA are part of the ongoing project plan and monitoring meetings process.

1.1. **Section 4b: If you think there is no negative impact, what is your reasoning behind this?** This project is about strengthening the VCSE sector in Wirral to support the creation of more commissioning opportunities. The project will identify compliant procurement routes, service models and support, which would enable Wirral Council to identify commissioning opportunities for smaller and more local VCSE organisations.

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

We have gained information and data on the current VCSE sector in Wirral through Insight and data from Wirral Intelligence Service, Community Action Wirral and Wirral Council Procurement team.

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

No – (please delete as appropriate)

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why: whilst we will be engaging with various key stakeholder and partners and working directly with a cohort of VCSE organisations, there will be no consultation as such. It will be stakeholder engagement meetings and events to launch the project and promote the initiative with local VCSE's.

Section 7: How will consultation take place and by when? N/A