

Equality Impact Assessment Toolkit (March 2017)

Section 1: Your details

EIA lead Officer: Elizabeth Hartley, Assistant Director

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Head of Section: Elizabeth Hartley, Assistant Director

Chief Officer: Paul Boyce, Director for Children, Families and Education

Directorate: Children, Families and Education

Date: 29 June 2020

Section 2: What Council proposal is being assessed?

Cradle to Career Programme

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

Yes, the report will be submitted to a meeting of Cabinet on Monday 27th July 2020.

Children's Services (Targeted Services, Children's Social Care, Contracts and Commissioning, Performance, Quality & Improvement, Children's Safeguarding)

<https://www.wirral.gov.uk/eia>

Navigate to Equality Impact Assessments since 2017 – then Children's Services

Section 3: Does the proposal have the potential to affect.....

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other-** Partners, Private Sector, Voluntary & Community 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 (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
Workforce	Positive impact Positive opportunity to work within a multi-disciplinary team	A fair and transparent selection process will take place in partnership with residents and North Birkenhead Community Trust	Elizabeth Hartley	By September 2020	As described in the Cabinet report there will be a reallocation of workload to enable existing staff to access this opportunity.
Partners, voluntary and community organisations	Positive impact This is a partnership programme with strong engagement from a range of VCSE organisations. The programme promotes wider involvement, opportunities to share best practice and investment via sponsors/funders.	A Programme Manager, employed by Right to Succeed will oversee and manage any potential negative impact.	Steve Baker, Programme Manager	Ongoing	None identified.

	A collective impact approach seeks to reduce competition for funding and create opportunities for more equitable funding.				
Children and young people	<p>Positive impact The 10-part Childhood Offer, which is key to the model, is available to all children and young people, with more for those who need it. There will be no restrictions to access. Update and engagement will be recorded and monitored, including information on protected characteristics. Data will be recorded, with consent, on the Liquid Logic system which provides the appropriate reporting functions to monitor effectively.</p>	<p>Awareness of opportunities to engage will be promoted through all early years providers, schools, community groups and venues, and public services staff across the area. A communications strategy will be lead by the Project Management Team employed by Right to Succeed. Wirral Council's Communications and Marketing Team will also support promotion and access to services. Community agencies and staff such as Community Connectors, will prioritise communications reaching those residents and families who would be less likely to seek help.</p>	Steve Baker, Programme Manager	Ongoing	None identified.
Residents	<p>Positive impact The programme seeks to reduce anti-social behaviour and increase safety in the area. There are strong links to Regeneration and objectives relating to reducing inequalities and improving life chances for residents.</p>	<p>The programme will improve co-ordination of services and involve residents and the community in a place-based approach.</p>	Steve Baker, Programme Manager	Ongoing	None identified

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

Governance will be provided through the Cradle to Career Steering Board for which senior officer of Wirral Council have membership.

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

The ethos and objectives of the programme are aligned with the Wirral Council Plan 2020-25, seeking to reduce inequalities and improve life chances for children and young people in a disadvantaged area. The impacts will be regularly monitored and the EIA updated accordingly.

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

The research, data and information to support development of the programme has been conducted by Right to Succeed, a national charity with expertise in this area. A 9-month discovery phase has included significant engagement and consultation with a range of individuals and groups including:

Documentation analysis of over 60 local and national strategies, reports, policies and evaluations

Semi-structured qualitative interviews with 45 local leaders from education, public sector and voluntary, community and faith sector representatives

Structured interviews and discussions with 80 local residents

Reports from 5 focus groups with 50 children and young people from local schools

A facilitated group session with 35 community leaders and residents of the North Birkenhead area

All of the above has been reported to and considered by a multi-agency steering group.

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

No, as the Council is acting as a partner within a multi-organisation arrangement which will operate within existing policies and statutory processes.

(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?

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?**