

# Equality Impact Assessment Toolkit

## (March 2017)

### **Section 1: Your details**

**EIA lead Officer:** Bob Little

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**Chief Officer:** Paul Boyce

**Directorate:** Children's Services

**Date:** 30 09 19

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

Adoption of the draft Wirral Modern Slavery Strategy.

This proposal is to accept a Strategy working to coordinate the Council, Partners and Communities to put in place initiatives and interventions to address Modern Slavery in Wirral all of which will have a positive effect on people who fall within protected groups.

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

**Yes** If 'yes' please state which meeting and what date

Cabinet 4/11/19

**Please select hyperlink to where your EIA is/will be published on the Council's website (please select appropriate link & delete those**

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

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2017-1>

**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.

**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 (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
Race	Positive – Reduce vulnerability of certain ethnic groups identified as disproportionately vulnerable to modern slavery.	Awareness and coordination for key practitioners, frontline staff and community leads.	Mark Camborne	Sep 2019 – Mar 2021	No change to resources previously allocated
Gender	Positive – This proposal will reduce the potential for sexual exploitation that predominantly affects women and girls.	Awareness and coordination for key practitioners, frontline staff and community leads.	Mark Camborne	Sep 2019 – Mar 2021	No change to resources previously allocated
Age	Positive – Helping to protect and prevent young people being drawn into gangs	Awareness and coordination for key staff of issues such as County Lines And use of the legislation protecting ‘unwilling criminals’ who have been exploited by gangmasters.	Mark Camborne	Sep 2019 – Mar 2021	No change to resources previously allocated

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

Wirral's Modern Slavery Officers Group will monitor the progress of the Wirral Modern Slavery Action Plan developed as a consequence of consultation made on Wirral's Draft Modern Slavery Strategy.

This group will report to the Safer Wirral Partnership Board on a quarterly basis.

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

This proposal is to accept the Wirral Modern Slavery Strategy working to coordinate the Council, Partners and Communities to put in place initiatives and interventions to address Modern Slavery in Wirral all of which will have a positive effect on people who fall within protected groups. There are no negative impacts known or identified within research or data used to inform this Strategy.

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

Home Office - Factsheet: Modern Slavery

<https://homeofficemedia.blog.gov.uk/2018/05/02/factsheet-on-modern-slavery/>

National Crime Agency Guidance

<http://www.nationalcrimeagency.gov.uk/publications/716-nca-annual-report-2015-16-at-a-glance/file>

HM Government - 2017 UK Annual Report on Modern Slavery

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/652366/2017\\_uk\\_annual\\_report\\_on\\_modern\\_slavery.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/652366/2017_uk_annual_report_on_modern_slavery.pdf)

Ministry of Justice - Information for Victims of Crime

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/470949/victims-of-crime-leaflet-print-version.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/470949/victims-of-crime-leaflet-print-version.pdf)

The Salvation Army – Modern Slavery Awareness

<https://www.salvationarmy.org.uk/toolkits/ms/story.html> The Salvation Army - Modern

Slavery: what it is <https://www.salvationarmy.org.uk/about-modern-slavery>

National Crime Agency - NCA Annual Plan 2017-18

[www.nationalcrimeagency.gov.uk/publications/790-nca-annual-plan-2017-18/file](http://www.nationalcrimeagency.gov.uk/publications/790-nca-annual-plan-2017-18/file)

The Salvation Army - Modern Slavery [www.salvationarmy.org.uk/modern-slavery](http://www.salvationarmy.org.uk/modern-slavery)

International Labour Organisation - What is, modern slavery and human trafficking

[www.ilo.org/global/topics/forced-labour/definition/lang--en/index.htm](http://www.ilo.org/global/topics/forced-labour/definition/lang--en/index.htm)

Unseen – Modern Slavery

[www.unseenuk.org/about/the-problem/modern-slavery](http://www.unseenuk.org/about/the-problem/modern-slavery)

Equality and Human Rights Commission - Freedom from slavery and forced labour

[www.equalityhumanrights.com/en/human-rights-act/article-4-freedom-slavery-and-forced-labour](http://www.equalityhumanrights.com/en/human-rights-act/article-4-freedom-slavery-and-forced-labour)

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

**Yes - If 'yes' please continue to section 7.**

(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?**

Consultation has already taken place:

**Members Scrutiny**

In October 2018 a Modern Slavery Members Workshop was convened including Cllrs. Chris Carubia, Christina Muspratt, and Tom Usher together with Officers Mark Camborne, Mike Lester, and Bob Little to scrutinise Wirral's Draft Modern Slavery Strategy

**Consultation With Key Agencies and Practitioners**

In October 2018 Wirral's draft Modern Slavery Strategy was shared with key agencies and officers, including Adult Care and Health, Children's Services, Public Health, Corporate Strategy, Early Help and Prevention, Community Safety, Housing Services and the office of the Police and Crime Commissioner for Merseyside, Merseyside Fire and Rescue Services and Merseyside Police. Environmental Health, Licensing & Trading Standards were also engaged as a result of initial feedback from Members

**Conference Workshop**

On 21/1/19 the council held a Modern Slavery Conference at the Floral Pavilion Theatre, New Brighton. This event included a workshop to consider Wirral's Draft Modern Slavery strategy. Workshop attendees included cross-sector stakeholder agencies including those dealing with vulnerable individuals and communities in safeguarding and enforcement roles, as well as partners working in strategic roles.

During the workshop session delegates were asked to reflect on Wirral's Draft Modern Slavery Strategy, discussing how partner agencies can collaborate at a local level to:

Partner agencies included hate crime victim advocate agencies able to give specific advice on the impact of the Modern Slavery strategy on service users within protected groups.

The outcomes of the workshop were incorporated into the action plan for the strategy.

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.

**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](mailto: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](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**