



Equality Impact Assessment Toolkit (March 2017)

Section 1: Your details

EIA lead Officer: Matthew Humble

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Head of Section: Tim Games

Chief Officer: Paul Satoor

Directorate: Business Management

Date: 31/10/2018

Section 2: What Council proposal is being assessed?

The proposal is to seek to transfer the Floral Pavilion Theatre and Conference Centre on a long lease to a specialist theatre provider. This would be on the basis of a long lease as a going concern with restrictive covenant that the Floral Pavilion may only be used as a theatre and conference centre.

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

Yes/No

If 'yes' please state which meeting and what date

...Cabinet – 26/11/2018.....

Please select hyperlink to where your EIA is/will be published on the Council's website (please select appropriate link & delete those not relevant)

Delivery (Customer Services, Adult & Disability Services, Community Services, Merseyside Pension Fund, Environmental Services)

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

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (Partners, 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 (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.

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
All Groups	<p>Positive Impact – The Floral Pavilion is currently operating with a significant subsidy from the Council. It is not thought that the subsidy will be reduced to £0 in the current operating model.</p> <p>The Council does not wish to be in a position of considering reducing or closing the services offered.</p> <p>The proposal put forward would allow for a specialist theatre operator to take over the operation of the Theatre, reduce the subsidy to the Council and keep the theatre open as a valued service for Wirral residents and visitors.</p>				

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

The actions outlined in Section 4 will form part of the project deliverables. These deliverables will be planned and tracked through the project plan. The overall implementation of actions will be monitored as part of the project governance.

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

The intention is that the Floral Pavilion transfer to a new operator as a going concern. Therefore all existing arrangement for protected groups will also transfer, for this reason it is not thought that there will be any negative impacts arising from this proposal.

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

The following activities have been undertaken as part of an external review:

- A review of financial and operational data on the services
- A review of needs in the area.

This has been supplemented with workshops, interviews, and other input from the Council, other agencies and the services themselves, as well as analysis to develop a concept of how a reimagined group of services might look.

The external review has been led by Bates Wells Braithwaite (BWB). They were awarded this work based on their strong company ethos and track record of working with local authorities across the country to achieve social value objectives including in areas such as this.

A theatre expert was also commissioned to explore how the subsidy for the Floral Pavilion may be reduced and consider future models for delivering the service.

In addition extensive research has been undertaken in house in order to gather and review case studies from other authorities, a review of the market and options for the future delivery of services.

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

Yes / No – (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 for publishing)

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

This proposal will also form a part of the wider budget consultation.

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?**