



Equality Impact Assessment Toolkit (April 2014)

Section 1: Your details

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Chief Officer: Fiona Johnstone

Directorate: Public Health

Date: 2nd May 2017

Section 2: What Council proposal is being assessed?

Wirral Together Strategy

The Wirral Together strategy is a key strategic document which articulates ambitions related to volunteering and community involvement which will assist the delivery of all areas of the Wirral Plan.

Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

Yes

If 'yes' please state which meeting and what date

Cabinet – 22nd June 2017

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

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

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other** (please state e.g. Partners, Private Sector, Voluntary & Community Sector)

A partnership approach has been adopted to develop the Wirral Together which includes the public, private, voluntary, faith and community sectors.

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
Existing and Future Volunteers	<p>Positive impact</p> <ul style="list-style-type: none">• Improved reward and recognition schemes• Volunteers are clear on what their role involves and understand what to expect from the organisation they volunteer from.• Volunteers receive a positive experience.• Improved access to volunteering opportunities to suit the individual and improved application processes. <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>				

Partners	<p>Positive impact</p> <p>Provides the opportunity for partners to work together to pool resources and jointly coordinate volunteering making the process more efficient and attracting more volunteers.</p> <p>Negative impact</p> <p>None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Wirral Together Steering Group	Ongoing	The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
Local communities	<p>Positive impact</p> <p>Volunteering helps communities to become more resilient. Through this strategy, if more people are encouraged to volunteer or become more involved and active in their local area, this will translate into improved health and wellbeing outcomes and improved job prospects. The local community and environment will also benefit from the work of volunteers.</p> <p>Negative impact</p> <p>None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Wirral Together Steering Group	Ongoing	The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
People who use services	<p>Positive impact</p> <p>If more people are encouraged to volunteer locally or within public sector organisations, people who use services will benefit from the added value that volunteers can bring.</p> <p>Negative impact</p> <p>None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Wirral Together Steering Group	Ongoing	The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
Parents/Carers	<p>Positive impact</p> <p>Volunteering can add significant value to organisations which support parents and carers. Parents and carers can also benefit from involvement in volunteering</p>	Not applicable	Wirral Together Steering Group	Ongoing	The Wirral Together strategy will be co-ordinated in partnership by

	<p>opportunities, for example in respect of providing pathways to training and employment.</p> <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>				existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
The Workforce	<p>Positive</p> <p>Providing opportunities for the workforce to support local causes through volunteering during their working hours has multiple benefits for the local community and the health and wellbeing of individuals.</p> <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Wirral Together Steering Group	Ongoing	The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
Race	<p>Positive impact</p> <p>Ensuring people with protected characteristics can access volunteering opportunities has multiple benefits for individuals and communities.</p> <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Wirral Together Steering Group	Ongoing	The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.
Gender	<p>Positive impact</p> <p>Ensuring people with protected characteristics can access volunteering opportunities has multiple benefits for individuals and communities.</p> <p>Negative impact None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Wirral Together Steering Group	Ongoing	The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.

<p>Age</p>	<p>Positive impact</p> <p>Ensuring people with protected characteristics can access volunteering opportunities has multiple benefits for individuals and communities, e.g. increased volunteering can contribute to tackling issues such as social isolation amongst people of all ages.</p> <p>Negative impact</p> <p>None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Not applicable</p>	<p>Wirral Together Steering Group</p>	<p>Ongoing</p>	<p>The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.</p>
<p>Gender Reassignment</p>	<p>Positive impact</p> <p>Ensuring people with protected characteristics can access volunteering opportunities has multiple benefits for individuals and communities.</p> <p>Negative impact</p> <p>None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Not applicable</p>	<p>Wirral Together Steering Group</p>	<p>Ongoing</p>	<p>The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.</p>
<p>Religion and Belief</p>	<p>Positive impact</p> <p>Ensuring people with protected characteristics can access volunteering opportunities has multiple benefits for individuals and communities.</p> <p>Negative impact</p> <p>None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Not applicable</p>	<p>Wirral Together Steering Group</p>	<p>Ongoing</p>	<p>The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.</p>
<p>Sexual Orientation</p>	<p>Positive impact</p> <p>Ensuring people with protected characteristics can access volunteering opportunities has multiple benefits for individuals and communities.</p> <p>Negative impact</p>	<p>Not applicable</p>	<p>Wirral Together Steering Group</p>	<p>Ongoing</p>	<p>The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource</p>

	None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.				requirements will be identified as a detailed delivery plan is developed.
Marriage and civil partnership	<p>Positive impact</p> <p>Ensuring people with protected characteristics can access volunteering opportunities has multiple benefits for individuals and communities.</p> <p>Negative impact</p> <p>None at this time. Projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	Not applicable	Wirral Together Steering Group	Ongoing	The Wirral Together strategy will be co-ordinated in partnership by existing staff resource. Any additional resource requirements will be identified as a detailed delivery plan is developed.

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

The Wirral Together strategy will be implemented and monitored by the steering group and progress against the actions set out in the strategy will be measured by key performance indicators.

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?

Wirral Council Plan: A 2020 Vision
Wirral Residents Survey 2015, Ipsos Mori
NCVO (2011, 2016)
Thoits, P.A & Hewitt, L.N. (2001)
Community Action Wirral (2016)

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

Yes

The strategy has been developed through a partnership steering group and has been subject to wider consultation with residents, partners and other stakeholders through the development of the strategy. Two stakeholder events took place in June and October 2016 and a spotlight session held with Elected Members in April 2017. The feedback from the event has been used to inform the final draft of the strategy.

(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?

Ongoing work will continue with the steering group and with stakeholders for the duration of the strategy.

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 its 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?**