

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Hannah Austin

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Head of Section:

Chief Officer: Sally Shah

Directorate: Regeneration and Place

Date: 9 February 2021

Section 2: What Council proposal is being assessed?

Proposal to provide grant funding to Community Interest Company, Our Lido Ltd (OLL), to contribute towards feasibility work for the People's Pool proposal, and to explore the potential to locate the scheme on a Council-owned site. The People's Pool is intended to be a heated, open-air, year-round swimming pool with supporting exercise, wellbeing and food and drink facilities.

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

Yes

If 'yes' please state which meeting and what date

Economy, Regeneration & Development Committee – 4th March 2021

Hyperlink to where your EIA is/will be published on the Council's website

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

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 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
Protected Groups (Age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)	The People’s Pool project is at any early stage. The proposed grant funding will support the development of the project. In principle, it is considered that the People’s Pool project would have a positive impact on Protected Groups. Our Lido Ltd’s ambition for the People’s Pool is for it to be inclusive, actively working to break down social, cultural and financial barriers to bring people together and to embed user needs and aspirations into its design. We recognise that suitable access and egress will need to be a factor from the earliest stage	OLL has noted that community consultation will be extensive and a Community Steering Group will be formed to help guide the design and planning processes. OLL must ensure that a full Health Impact Assessment is carried out as part of developing the proposal and that the needs of protected groups are fully embedded in the design. A full Equality Impact Assessment will be required if a potential site is	Hannah Austin, WBC Deborah Aydon, Our Lido Ltd	0-6 months	The grant provided by the Council would be used to fund the feasibility work set out in the grant proposal. Further scheme development would be funded by resources outside the Council.

		identified.			
Low income households	The People's Pool project is at any early stage. The proposed grant funding will support the development of the project. In principle, it is considered that the People's Pool project would have a positive impact on low income households as it is intended that the scheme will be priced at a level which will ensure it is accessible to those on low incomes.	OLL has noted that community consultation will be extensive and a Community Steering Group will be formed to help guide the design and planning processes. OLL must ensure that a full Health Impact Assessment is carried out as part of developing the proposal and that the needs of protected groups are fully embedded in the design. A full Equality Impact Assessment will be required if a potential site is identified.	Hannah Austin, WBC Deborah Aydon, Our Lido Ltd	0-6 months	The grant provided by the Council would be used to fund the feasibility work set out in the grant proposal. Further scheme development would be funded by resources outside the Council.

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

If approved, a grant funding agreement would be drawn up which would set out the outputs to be monitored by Council officers. Regular meetings between Council officers and Our Lido Ltd would be established to monitor the outputs of the grant funding agreement, frequency to be agreed.

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

This represents an initial, strategic Equality Impact Assessment based on the principles of the scheme. As a more detailed specification for the scheme is drawn up and potential sites identified, OLL will be required to work with local communities and ensure the proposal is fully inclusive. In the event that further Council approvals are required, more detailed Equality Impact Assessments will be produced.

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

As part of the early stage development of the project, Our Lido Ltd has engaged widely with communities and has carried out extensive research into comparator lido facilities. Further work will be required to ensure that any proposals are inclusive in design and reflect the needs of a range of users.

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

Yes

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?

OLL has engaged widely with community groups to date, including Wirral Change and umbrella organisations such as Community Action Wirral and Wirral Community of Practice. As part of the early stages of the New Brighton Integrated Masterplan, the masterplan team has engaged with a number of key stakeholders on a one-to-one basis in addition to a wider public consultation exercise between 26 October and 16 November 2020 via the Council's Have Your Say webpage. As part of the consultation, respondents were also asked three specific lido-related questions.

Any site-specific proposals for the People's Pool will be subject to detailed public consultation before the end of 2021. The Council will work with OLL to ensure that any public consultation is fully inclusive and is as accessible as possible which will include any information being made available in different formats and/or languages by request and within a reasonable timeframe.

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?**