



Your Guide to Equality Impact Assessment (EIA)

For Lead Person's Reference:	Local Area Agreement (Refresh 2010)
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Corporate Services, Corporate Policy**

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Equality Impact Assessment

Section 1: Your details

(1.1) Department: Corporate Services

(1.2) Division: Corporate Policy

(1.3) Assessment Lead: Lucy Beed & John Highton

(1.6) Who else will be involved in the process? (see guidance note 1)

Carolyn Curr

(1.7) Please sign & date this form John Highton 19th March 2010

Guidance Note 1:

For Initial EIA's it is best practice to involve the service / function manager, equality and diversity lead(s) and relevant frontline staff.

For Full EIA's it is best practice to involve the service / function manager, equality and diversity lead(s), relevant frontline staff, customers, appropriate external agencies, and the voluntary and community sector

Section 2: What is to be assessed?

(2.1) Name of service / function / project / strategy / policy to be assessed (see guidance note 2)

Local Area Agreement: 2008/2011 Final year refresh

(2.2) Is this a new or existing service / function / project /strategy / policy? (please state)

Existing – this is a three year agreement with Central Government overseen by Government Office North West. This update of the equality impact assessment is to consider any changes as a consequence of the final year’s refresh of the local area agreement.

(2.3) Which equality impact assessment are you completing?

Initial

Guidance Note 2:

Service = your department / service area and its employees

Functions = your department / service area’s activities

Projects = your department / service area’s work programmes

Strategy = a plan of action intended to accomplish a specific goal

Policy = a plan of action to influence and determine decisions, actions and other matters

Procedure = a series of steps taken to implement a policy

Section 3: Let's do the Initial Equality Impact Assessment

3.1 Could a particular group of people be affected differently in either a negative or positive way by the service / function / project / strategy / policy?

Equality Group	Positive Impact (benefits) Please number each one	Negative Impact (disadvantage) Please number each one	Please rate each negative impact 'low', 'medium' or 'high' See guidance note 3
Disabled People	The LAA will be focused on the right people and places within Wirral for each priority areas for improvement.	It is not intended that there will be any negative impacts from Wirral's LAA through the delivery of LAA improvement targets.	n/a
Lesbian, Gay & Bisexual People	As above	As above	n/a
Women	As above	As above	n/a
Men	As above	As above	n/a
Transgendered People	As above	As above	n/a

Black & Racial Minority People (please state which group)	As above	As above	n/a
Older People (60+)	As above – there will be specific targets which will focus on improving services for Wirral’s older people population e.g: falls, independent living, carers and mental health.	As above	Please turn over
Younger People (17-25) and Children Please state male or female	As above – there will be specific targets which will focus on improving services for Wirral’s children and young people e.g: NEET, teenage conceptions, obesity, educational attainment, looked after children	As above	n/a
Religious / Faith Groups	The LAA will be focused on the right people and places within Wirral for each priority area for improvement	As above	n/a
Other excluded groups (please state)	As above	As above	n/a

Note: If you have rated any negative impact(s) as ‘High’ please go straight to Section 4 to complete a full assessment.

Note: If you have rated any negative impact as ‘Low’ or ‘Medium please complete the rest of this section on pages 9 and 10.

Guidance Note 3: How to assess negative impacts

Low = It is not discriminatory according to current legislation. However, it might not be seen as being in line with best practice.

Medium = It is not discriminatory according to current legislation. However, it is not in line with the council’s Corporate Equality Policy and/or Strategy

High = It is discriminatory according to current anti-discrimination legislation (i.e. it is unlawful), and therefore contravenes the council’s Equality Policy

3.2 Please list below any actions that you plan to take as a result of any negative impact

Low or medium negative impact	Action required to remove or minimise the impact	Lead person	Timescale	Resource implications	Any other comments

3.3 Could you improve the positive impact(s)? Please explain how

This has been through the delivery of improvement plans for each local area agreement target.

3.4 If you have identified no negative impact, then please explain how you reached that decision

The LAA improvement targets have been agreed based on the principles contained within Wirral's Sustainable Communities Strategy.

Thank you for completing the initial assessment

Please note that the lead assessment person is responsible for ensuring the actions on pages 9 and 10 are incorporated into your departmental plan.