

## Equality Impact Toolkit (new version July 2011)

### Section 1: Your details

**Head of Service:** Jim Wilkie

**Department:** Policy Unit

**Date:** November 2011

### Section 2: What Council function / proposal is being assessed?

**The Council's Corporate Plan 2012-13**

### Section 3: Is the Council function / proposal relevant to equality? (please tick relevant boxes)

- In services**
- In the workforce**
- In communities**
- Other** (please state)
- None** (please stop here and email this form to your Head of Service who needs to email it to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) for publishing)

### Section 4: Within the Equality Duty 2010, there are 3 legal requirements. Which of the following are relevant to the Council function / proposal? (please tick relevant boxes)

- To eliminate unlawful discrimination, harassment and victimisation
- To advance equality of opportunity
- To foster good relations between groups of people

### Section 5: Will the function / proposal have a favourable or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

Please list in the table below and include actions required to mitigate any negative impact.

Protected characteristic	Favourable or negative impact	Action required to mitigate any negative impact	Lead person	Timescale	Resource implications
All	Potential	Equality Impact Assessments identified / undertaken in relation to the specific actions identified in the Corporate Plan	Chief Officers / Heads of Service as appropriate and in conjunction with the Corporate Equality Group	By January 2012, in line with production of departmental plans	To be determined

**Where and how will the above actions be monitored?**

The Corporate Equality Group will monitor the programme of Equality Impact Assessments linked to the Corporate Plan. An initial exercise will be undertaken to identify the actions in the Corporate Plan which require EIA; some will be covered by existing assessments.

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

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**Section 6: What research / data / information have you used in support of this process?**

The Corporate Plan has been informed by a number of key drivers, including consultation with local people and evidence-based priorities for addressing child poverty. Both of these activities have been undertaken with a clear understanding of inequalities issues and the need to target and engage with protected groups.

**Section 7: Are you intending to carry out any consultation with regard to this Council function / policy?**

No – (please delete as appropriate)

If 'yes' please continue to section 8.

**If 'no' please state your reason(s) why:**

The Corporate Plan has been directly informed by consultation with local people and organisations.

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**Section 8: How will consultation take place?**

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Head of Service who needs to email it to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) for publishing)