

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details Ian Lowrie

EIA lead Officer: Steve McGilvray

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Head of Section: Steve McGilvray

Chief Officer: Rob Beresford

Department: Law, HR and Asset Management

Date: 16 October 2012

Section 2: What Council proposal is being assessed?

Domestic Homicide Reviews

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes If 'yes' please state which meeting and what date
Sustainable Communities Overview and Scrutiny Committee

Please add hyperlink to where your EIA is/will be published on the Council's website
<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/law-hr-asset-management>

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)

Partner agencies, 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 equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

- ✓ Eliminates unlawful discrimination, harassment and victimisation
- ✓ Advances equality of opportunity
- ✓ Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

- No** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive 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)? 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	Positive; The DHR / IMR will result in the assessment of equality within the process and any discrimination will be highlighted during the procedure which is Chaired by an independent person from an outside Local Authority.	Continue to review the outcomes during the process for an early identification of any breach of equality or emerging issues.	Steve McGilvray	Ongoing during the DHR / IMR process	Regular monitoring through equality data collection and reporting.

Section 5a: Where and how will the above actions be monitored?

During and following a DHR / IMR by the Community Safety Team. Analyse any impact upon the work by agencies and subsequent report to the Chair of the DHR who would make recommendations to the Authority and agency concerned.

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

Owing to the nature of the DHR, and independent assessment, there is a quality assurance built into the process which will have transparency and accountability.

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

New legislative procedures have been the driver for the DHR process and have used our own resources and knowledge gained through the DV MARAC which has been endorsed by CAADA during their assessment as being robust.

Section 7: 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 8.

If 'no' please state your reason(s) why: Owing to due legal process we have to comply with the legislation and proceed with the DHR procedure.

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will 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 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) **Add appropriate departmental hyperlink to where your EIA is/will be published (section 2b)**
- b) **Include any potential positive impacts as well as negative impacts? (section 5)**
- c) **Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?**
- d) **Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?**