

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details: Jenny Spick

EIA lead Officer: Jenny Spick

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Head of Section: Tom Sault

Chief Officer: Peter Timmins

Department: Finance

Date: 13 November 2012

Section 2: What Council proposal is being assessed?

Level of General Fund Balances

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

Yes If 'yes' please state which meeting and what date
Cabinet 29 November 2012

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/finance>

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 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 groups | The transfer of available earmarked reserves to General Fund Balances will protect the Council's financial position through increasing financial resilience. This will sustain services to all groups in the future. | The use of budget approved and balances to cover any financial impact should they arise. | Peter Timmins | On Going | Funding of impact from existing financial resources should the need arise. |
| All groups | A review of earmarked reserves has taken place. This has identified funding that is no longer needed to be set aside as the purposes for which they were originally established are no longer applicable. This has released funding that will sustain Council services to everyone. | The use of budget approved and balances to cover any financial impact should they arise. | Peter Timmins | To November 2012 | None |

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

Financial and performance monitoring of Council services.

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

The action increases the level of general resources that can be employed to support all services to all groups in society. It transfers limited, specific funding that is no longer required to general funding. This in turn can be used to provide wider support as it is now available and can be used in any way that it is required.

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

Review of financial legislation and an assessment of the financial environment in which the Council operates.

Review of earmarked reserves through all departments examining the requirement or appropriateness of funds that are held.

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

Yes / No – (please delete as appropriate) No

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why: Improving financial resilience in the light of the

current general economic conditions means it is imperative that the Council increases its level of general fund balances. The financial risks that the Council faces has become wider and of greater likelihood of occurrence than was the case in previous years. As a consequence of these the Council faces increasing demands to fund unexpected expenditure and shortfalls in its income.

(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 its 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?**