

# Equality Impact Toolkit (new version February 2012)

**Section 1: Your details**

**Council officer:** Rose Boylan

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**Head of Service:** David Ball

**Chief Officer:** Kevin Adderley

**Department:** Regeneration, Housing and Planning

**Date:** March 2012

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

Wirral's refreshed Investment Strategy. The Strategy sets out an ambitious vision for Wirral to secure its economic future by attracting investment, reducing economic inequalities and creating sustainable employment opportunities for the people of the Borough.

This Phase 2 EIA updates previous versions to reflect the new EIA requirements as at February 2012. We are also now in the process of developing 3 sub-strands to deliver the Investment Strategy; People, Places and Business, and a corresponding EIA is being developed for each of the 3 strands, as projects and initiatives move into delivery.

**Section 2b: Is this EIA being submitted to Cabinet or Overview & Scrutiny Committee?**

**No**                      **If 'yes' please state which meeting and what date**

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**And please add hyperlink to your published EIA on the Council's website**

[...http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/regeneration-housing-planning](http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/regeneration-housing-planning)

**Section 3: Will the Council function / proposal affect equality in .....? (please tick relevant boxes)**

- Services**
- The workforce**
- Communities**
- Other** (please state) Partners and local Businesses

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](mailto:equalitywatch@wirral.gov.uk) for publishing)

**Section 4: Within the Equality Duty 2010, there are 3 legal requirements. Will the Council function / proposal support 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.

- None** (please stop here and email this form to your Chief Officer who needs to email it to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) for publishing)

**Section 5:** Will the function / 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 negative impact.

### Overarching Rationale

The Investment Strategy is intended to improve Wirral's overall economic performance and economic well being across the Borough. The Strategy recognises that economic inequalities exist within the population, and that the Council and our partners will seek to address these inequalities through targeted regeneration interventions and specific projects.

The 3 subsequent EIAs for People, Places and Business will set out in more detail the positive impacts that a specific project may have in tackling inequalities – for example, through support to people with Learning Disability into employment; or projects to reduce Child Poverty; or provision of Business Support to female entrepreneurs.

Protected characteristic	Positive or negative impact	Action required to mitigate any negative impact	Lead person	Timescale	Resource implications
For all of the protected groups, the Strategy aims to reduce economic inequalities	<b>Positive:</b> An increase in employment, training and self enterprise opportunities, particularly for those economically disadvantaged or living in deprived neighbourhoods	N/a	Investment Strategy: <b>Rose Boylan</b>  People strand: <b>Rose Boylan</b>  Places strand; <b>Richard Lewis</b>  Business strand; <b>Paula Basnett</b>	The Investment Strategy covers the period 2011-2016	Staff to deliver the Strategy  Financial resources to deliver specific interventions

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

Regular monitoring and review of the Investment Strategy takes place with elected members, beneficiaries and our partners. We also regularly review the impact and effectiveness of our economic interventions and projects. We collate monthly and quarterly statistical data as well as qualitative feedback on how we can continuously improve the maximum positive benefit of the proposed interventions, and to adapt and develop appropriate new ones as necessary.

The subsequent People, Places and Business EIAs will set out in more detail how specific projects will be monitored to demonstrate their impact in reducing economic inequalities for specific groups.

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

Economic inequalities exist across a wide range of groups in the population. The Investment Strategy and subsequent People, Places and Business interventions by the Council and our partners aim to address and mitigate these inequalities. It is therefore envisaged that the Investment Strategy will not have any negative impact.

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

The Investment Strategy is built on a strong evidence base, developed through a detailed and robust analysis of Wirral's economy, and using on ongoing economic analysis and intelligence. We produce regular economic profiles that are used to review the Strategy and to inform effective interventions, programmes and projects.

Wherever possible, we use information that enables analysis of economic inequalities and disadvantaged groups (eg poverty, gender, ethnicity, disability) or spatial areas.

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

**Yes**

**If 'yes' please continue to section 8.**

**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 [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) for publishing)

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

Extensive consultation with Wirral residents and partners has already taken place as part of the refresh of the Investment Strategy. During 2010 and 2011, we reviewed our economic priorities with local residents through the Wirral's Future (2010) and Neighbourhood Planning (2011) consultations; and also through consultation with our strategic partners, including Wirral Economic Development & Skills (WEDS) Partnership; the Investment Board; and Wirral's Business Forum.

Alongside these extensive consultations, we have also carried out in-depth analysis of Wirral's current economic profile, using a number of key indicators of economic performance.

Spatial planning and 'Place' priorities are also being identified through the Local Development Framework (LDF) process which includes extensive public consultation at various stages of its development.

As stated above in section 5a, we have an ongoing process of consultation and feedback with key partners to review the effectiveness of interventions, and to adapt and develop appropriate new ones as necessary.

Additional consultation will also take place as appropriate, as new People, Places and Business interventions are developed.

Before you complete your consultation, please email your 'incomplete' EIA to [equalitywatch@wirral.gov.uk](mailto: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](mailto:equalitywatch@wirral.gov.uk) for re-publishing.

## **Section 9: Have you remembered to:**

- a) **Add a hyperlink to your published EIA on the Council website?** (section 2b)
- b) **Include any positive impacts as well as negative impacts?** (section 5)
- c) **Send this EIA to [equalitywatch@wirral.gov.uk](mailto: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](mailto:equalitywatch@wirral.gov.uk) via your Chief Officer for re-publishing?**