

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Tony Williams

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Head of Section: Chris Hyams

Chief Officer: Surjit Tour

Department: Law, HR & Asset Management

Date: 15 January 2013

Section 2:

What Council proposal is being assessed?

To Propose that the current Chief Executive and Head of Paid Service, Graham Burgess, is offered the post on a permanent basis and if accepted, be appointed accordingly.

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

Yes If 'yes' please state which meeting and what date

.....24 January 2013.....

Please add hyperlink to where your EIA is/will be published on the Council's website

<https://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)

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 |
|---|---|---|--------------------|----------------------------|---|
| Gender | <p>This is a specific proposal relating to an individual and therefore specific equal opportunities data has not been disclosed due to data protection requirements. Chief Officer equality data has been used to evaluate the impact of the proposal.</p> <p>Negative The percentage of men, 34.13% (22 men) is substantially higher for this group of employees, compared to that of the rest of the Council (33.02%).</p> <p>One of the Council's performance indicators is that the 49.5% of the top 5% of earners are women.</p> | <p>Continue to review and monitor equality data.</p> <p>Council has recently appointed a female to one of the Strategic Director posts.</p> | Chris Hyams | Review quarterly with PIs. | Regular monitoring through equality data collection and reporting |

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|---------------------------|--|---|--------------------|-----------------------------------|--|
| <p>Disability</p> | <p>This is a specific proposal relating to an individual and therefore specific equal opportunities data has not been disclosed due to data protection requirements. Chief Officer equality data has been used to evaluate the impact of the proposal.</p> <p>Positive The percentage of declared disabled people, 16.67% (5 people) is higher for this group of people, compared to that of the rest of the Council 3.11%.</p> <p>One of the Council's performance indicators is that the 3.6% of the top 5% of earners are disabled.</p> | <p>Continue to review and monitor equality data.</p> <p>Council has recently appointed a female to one of the Strategic Director posts.</p> | <p>Chris Hyams</p> | <p>Review quarterly with PIs.</p> | <p>Regular monitoring through equality data collection and reporting</p> |
| <p>Sexual Orientation</p> | <p>This is a specific proposal relating to an individual and therefore specific equal opportunities data has not been disclosed due to data protection requirements. Chief Officer equality data has been used to evaluate the impact of the proposal.</p> <p>Negative The percentage of gay and bisexual people within this group of employees is lower at than the percentage overall within the Council (39.98% of employees).</p> | <p>Continue to review and monitor equality data.</p> <p>Council has recently appointed a female to one of the Strategic Director posts.</p> | <p>Chris Hyams</p> | <p>Review quarterly with PIs.</p> | <p>Regular monitoring through equality data collection and reporting</p> |
| <p>Transgender</p> | <p>This is a specific proposal relating to an individual and therefore specific equal opportunities data has not been disclosed due to data protection requirements. Chief Officer equality data has been used to evaluate the impact of the proposal.</p> | <p>Continue to review and monitor equality data.</p> <p>Council has recently appointed a female to one of the Strategic Director posts.</p> | <p>Chris Hyams</p> | <p>Review quarterly with PIs.</p> | <p>Regular monitoring through equality data collection and</p> |

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|---------------|---|---|-------------|----------------------------|---|
| | <p>Negative The percentage of people whose Gender has changed since birth within this group of employees is lower at 0, than the proportion employed overall within the Council. However, the percentage difference is minimal at 0.23%.</p> | | | | reporting |
| Ethnic Origin | <p>This is a specific proposal relating to an individual and therefore specific equal opportunities data has not been disclosed due to data protection requirements. Chief Officer equality data has been used to evaluate the impact of the proposal.</p> <p>Negative The percentage of white people within this group of employees is higher at 93.33% (28 people) for this group of employees, compared to that of the rest of the Council at 80.35%.</p> <p>One of the Council's performance indicators is that the 1.9% of the top 5% of earners are from a black and minority ethnic community.</p> | <p>Continue to review and monitor equality data.</p> <p>Council has recently appointed a female to one of the Strategic Director posts.</p> | Chris Hyams | Review quarterly with PIs. | Regular monitoring through equality data collection and reporting |
| Age | <p>This is a specific proposal relating to an individual and therefore specific equal opportunities data has not been disclosed due to data protection requirements. Chief Officer equality data has been used to evaluate the impact of the proposal.</p> <p>Negative for younger people The percentage of younger people (16-29) is lower for this group of employees at 0,</p> | <p>Continue to review and monitor equality data.</p> <p>Council has recently appointed a female to one of the Strategic Director posts.</p> | Chris Hyams | Review quarterly with PIs. | Regular monitoring through equality data collection and reporting |

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| | <p>compared to that of the rest of the Council at 11.93%. The percentage of people aged between 30 and 49 is also lower.</p> <p>Positive for older people The percentage of older people aged between 50 and 63 is higher at 63.33% (19 people) than that of the rest of the organisation 34.81%.</p> <p>Negative for older people The percentage of older people aged 64 and over within this group of employees is lower, at 0, than the proportion employed overall within the Council, at 3.45%.</p> | | | | |
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Section 5a: Where and how will the above actions be monitored?

Equality data will be reviewed by the Human Resources team and a full equality audit undertaken once the senior management restructure has been completed.

The Chief Officer Group will be re-evaluated to determine if the impact has changed following this stage of the restructure to assess the actual impact.

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

n/a

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

The equality data for the full group of Chief Officers has been reviewed to complete this EIA. Specific data on the Chief Executive has not been disclosed due to data protection requirements.

Workforces statistics for the full group of Chief Officers (30 people), and the equality data for the full workforce.

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

No – (please delete as appropriate)

If 'yes' please continue to section 8.

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

The proposal will be put forward to Cabinet and Employment and Appointments Committee for consideration and potential recommendation for consideration and decision by Full Council. As per the Council's Scheme of Delegation, the decision to appoint the Chief Executive post is a Council decision.

(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?

N/A