

## Equality Impact Assessment Toolkit (from May 2012)

### Section 1:

**EIA lead Officer:** Lucy Barrow

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**Head of Section:** Fiona Johnstone

**Chief Officer:** Graham Burgess

**Department:** Policy Unit

**Date:** February 2013

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

The Council's Corporate Plan 2013-16

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

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

Cabinet – 18<sup>th</sup> February 2013

**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/chief-executives>

**Section 3:** Does the proposal have the potential to affect..... (please tick relevant boxes)

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- ✓ **Other** - Partners, Private Sector, Voluntary, Community and Faith 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](mailto: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](mailto: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.**

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>
<p>All Wirral residents, services, communities, staff, partners private sector, voluntary, community and faith sector</p>	<p>Priorities within the Corporate Plan include:</p> <ul style="list-style-type: none"> <li>• Protect the vulnerable in our borough</li> <li>• Tackle health inequalities</li> <li>• Drive growth in our economy</li> </ul> <p>Actions identified within the Corporate Plan will seek to have a positive impact on communities where possible.</p> <p>Negative impacts will be mitigated where possible through EIA's completed for budget savings and actions will be identified in the Corporate Plan delivery plan and strategic directorate plans.</p>	<p>Equality Impact Assessments identified/undertaken in relation to the specific actions identified in the Corporate Plan.</p>	<p>Chief Officers, Strategic Directors and Heads of Services as appropriate and in conjunction with the Corporate Equality Team.</p>	<p>In line with the delivery of the Corporate Plan and strategic directorate plans.</p>	<p>Resources implications will be identified through individual EIAs and the Corporate Plan delivery plan and strategic directorate plans.</p>

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

The Corporate Equality Team will monitor the programme of Equality Impact Assessments linked to the Corporate Plan.

The Policy Unit will review and update the Corporate Plan annually and refresh the Equality Impact Assessment to reflect any changes.

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

The Council is required to make significant savings over the period of the Corporate Plan. Individual equality impact assessment have been completed as part of the Council's consultation on proposed saving options for 2013/14. Further equality impact assessments will be carried out in years 2 and 3 of the Corporate Plan to ensure future budget option areas are fully informed prior to any decisions being reached.

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

The Council's recent 'What Really Matters' exercise has informed the Corporate Plan priorities to reflect the consultation that has taken place with local residents and stakeholders.

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

Consultation has been undertaken through the Council's 'What Really Matters' consultation programme. The priorities within the Corporate Plan will be embedded through continuous and extensive engagement with Council staff, our partners and Wirral residents.