

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Chris Beyga

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Head of Section: Chris Beyga

Chief Officer: Graham Hodgkinson

Department: Adult Social Services

Date: 23 May 2013

Section 2: What Council proposal is being assessed?

Budget Consultation on Transformation of Day Services and Daytime Provision; Option 1.

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 13 June 2013

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

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

- ✓ **Services**
- ✓ **The workforce**
- ✓ **Communities**
- Other** (please state e.g.: 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
Disability	<p>Close Moreton day centre and consolidate Mental Health provision into one centre</p> <p>The proposal to close Moreton day centre is based on a number of factors including: current and predicted future demand for the service. Maintain sufficient capacity to meet high dependency needs, the level of capital investment required to bring centres up to a modern standard. The need to deliver £2 million savings over 3 years.</p> <p>The proposal is designed to improve services to people with a learning or physical disability</p>	<p>Extensive consultation and individual support planning has taken place to ensure that individuals are fully informed and that plans to transfer service are made with the individual and their family/carer.</p> <p>Proposal to develop a smaller community based service within the Moreton area to support current community links.</p>	Chris Beyga	June 2013 – September 2013	This proposal is required to deliver £1m savings towards the council's budget reductions.

	<p>It will consolidate the service around fewer buildings enabling service users to access more community based services and use buildings which have been refurbished and made fit for purpose.</p> <p>There may be a short term negative impact in that a number of people will no longer be able to access the building day centre they currently attend.</p> <p>There may be a negative impact on some service users who may have to travel further to attend a day service, there will also be a positive impact for others who currently travel long distances and will be offered a facility nearer home</p>				
Socio economic status	<p>This proposal should not impact on the socio economic status of service users but will impact on a number of staff currently employed within the day centres as the council will be required to consider redundancy as part of its budget proposals for 2013-2016.</p>	<p>There has been full consultation with staff and trade unions.</p>			
Disability	<p>Mental Health Provision: The proposal to consolidate mental health provision into one service is based on the following factors: these services are currently operating at about 50% capacity, there is evidence of increased demand for access to community based services, the level of capital investment required to bring centres up to a modern standard,</p>		Chris Beyga	June 2013 – September 2013	<p>This proposal is required to deliver £1m savings towards the council's budget reductions.</p>

	<p>the need to deliver £2m savings over 3 years.</p> <p>The proposal is designed to improve services to people with mental health needs. It will consolidate the service around fewer buildings enabling service users to access more community based services and use buildings which have been refurbished and made fit for purpose.</p> <p>There may be a short term negative impact in that a number of people will no longer be able to access the building day centre they currently attend.</p> <p>There may be a negative impact on some service users who may have to travel further to attend a day service, although this is not likely to be significant as all current day centres are located in Birkenhead.</p>	<p>Extensive consultation and individual support planning has taken place to ensure that individuals are fully informed and that plans to transfer service are made with the individual and their family/carer</p>			
Socio economic status	<p>This proposal should not impact on the socio economic status of service users but will impact on a number of staff currently employed within the day centres as the council will be required to consider redundancy as part of its budget proposals for 2013-2016.</p>	<p>There has been full consultation with staff and trade unions.</p>			

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

Through the Departmental project management process

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

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

“Stepping Out” Craig Dearden Phillips
Cabinet Office research paper.
Northumberland County Council Cabinet and Scrutiny papers
Pure Innovations, Stockport

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

Yes /– (please delete as appropriate)

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 for publishing)

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

As part of council budget process described above which will include all stakeholders. A series of meetings have been arranged for all staff and service users and carers who are affected by these proposals. All staff have received written communication.

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?**