

Equality Impact Assessment Toolkit

(April 2014)

Section 1: Your details

EIA lead Officer: Jeannette Royle

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Head of Section: Jeannette Royle

Chief Officer: David Armstrong

Directorate: Transformation & Resources

Date: 26 May 2016

Section 2: What Council proposal is being assessed?

The Wirral Asset Strategy

Section 2a: Will this EIA be submitted to a Cabinet or Policy & Performance Committee?

Yes / No

If 'yes' please state which meeting and what date

Cabinet - 27 June 2016

Please select hyperlink to where your EIA is/will be published on the Council's website (please select appropriate link & delete those not relevant)

Chief Executive (Neighbourhoods & Engagement, Policy, Performance & Public Health, Universal & Infrastructure Services)

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2014-15/chief>

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 engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any 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
Services	<p><u>Positive Impact</u></p> <p>Actions identified within the Wirral plan have been developed with reference to the needs of Wirral residents.</p> <p>The Wirral Asset Strategy strengthens the Wirral plan by creating an efficient, fit for purpose and sustainable estate to deliver better, integrated public services across Wirral and the wider city region, to support businesses and to use assets as an enabler for economic growth and income generation.</p> <p><u>Negative Impact</u></p> <p>None at this time. Any projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>The Asset and Capital Group will 'challenge' all proposals in respect of assets to achieve optimum efficiency for the Wirral estate.</p> <p>Decisions at this level will be submitted to Senior Leadership Team and Members and will contribute to the One Wirral Public Estate along with appropriate partner organisations.</p>	Members, Chief Executive, Strategic Directors, Chief Officers, Heads of Service, Appropriate Partner organisations, Corporate equality team	In line with the delivery of the Corporate Plan and The Asset Strategy Action Plan	Initially staff time; further detail will be identified through the development of a detailed delivery plan and/or alternative delivery models

<p>Workforce</p>	<p><u>Positive Impact</u></p> <p>We will work closer with the Wirral Partnership to share and develop assets and services and identify efficient co-location models, with the aim of reducing office space to 10 people for 6 desks.</p> <p>Specific impact will be analysed through business case development.</p> <p><u>Negative Impact</u></p> <p>None at this time. Any projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>The implementation of the Digital Strategy will support how and where people undertake their work across the Wirral Partnership. The right approach will support customers and employees, affording greater flexibility and performance for a modern commercial organisation operating in a digital world.</p> <p>DDA requirements will be fully assessed prior to any office changes.</p>	<p>Members, Chief Executive, Strategic Directors, Chief Officers, Heads of Service, Appropriate partner organisations, Corporate equality team</p>	<p>In line with the delivery of the Corporate Plan and The Asset Strategy Action Plan</p>	<p>Initially staff time; further detail will be identified through the development of a detailed delivery plan and/or alternative delivery models</p>
<p>Communities</p>	<p><u>Positive Impact</u></p> <p>Together with our partners we will collectively use our influence, powers and abilities to create attractive, prosperous and safe communities; places where people want to live, work and do business.</p> <p>Given the strategic nature of the Wirral Asset Strategy there is the potential to impact on all Wirral residents. Consideration will be given to the four constituency hubs to ensure we can deliver the right services in the right place, ensure robust school place planning and encourage and support community asset transfer.</p> <p><u>Negative Impact</u></p> <p>None at this time. Any projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Specific impact will be analysed through business case development. Proposed development will be undertaken in line with Council policy and appropriate consultation where applicable.</p>	<p>Members, Chief Executive, Strategic Directors, Chief Officers, Heads of Service, Appropriate partner organisations</p>	<p>In line with the delivery of the Corporate Plan and The Asset Strategy Action Plan</p>	<p>Initially staff time; further detail will be identified through the development of a detailed delivery plan and/or alternative delivery models</p>

Partners	<p><u>Positive Impact</u></p> <p>Wirral has established the 'One Wirral Public Estate Group', based on the national 'One Public Estate Programme' to bring together all public sector bodies within a locality; to work together in delivering a radically new approach to managing our land and property to secure a sustainable future and a thriving base for commerce.</p> <p>Together we will play a pivotal role in modernising asset management, helping to shape the place of Wirral, generate crucial savings targets and ensure that the wide ranging Wirral Plan 2020 pledges are successfully delivered.</p> <p><u>Negative Impact</u></p> <p>None at this time. Any projects which emerge from the strategy and its priorities will be subject to equality impact assessments.</p>	<p>Specific impact will be analysed through business case development and detailed project plans.</p> <p>There will be regular monitoring of actions and outcomes delivered through the Wirral One Public Estate Group.</p> <p>An annual review of the strategy will be undertaken to ensure that the objectives meet the ambitious Transformation Agenda.</p>	<p>Members, Chief Executive, Strategic Directors, Chief Officers, Heads of Service, One Wirral Public Estate Group, Asset & Capital Group</p>	<p>In line with the delivery of the Corporate Plan and The Asset Strategy Action Plan</p>	<p>Initially staff time; further detail will be identified through the development of a detailed delivery plan and/or alternative delivery models</p>
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Section 4a: Where and how will the above actions be monitored?

The **Corporate Equality Team** will monitor the programme of Equality Impact Assessments linked to the Wirral Asset Strategy and the Corporate Plan.

The **Capital and Asset Group** will assess all proposals and submit recommendation to **Senior Leadership Team** and **Members**.

Where applicable the **Wirral One Public Estate Group** will assess those proposals with a wider remit.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

Not Applicable

**Section 5: What research / data / information have you used in support of this?
process?**

One Public Estate: Transforming Property and Services LGA and Cabinet Office (August 2014)
The Role and Value of Local Authority Assets in Town Centres (January 2014)
Wirral Growth Plan (February 2014)

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

No

If 'yes' please continue to section 7.

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 engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to 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 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**