

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Mark Camborne

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Head of Section: N/A

Chief Officer: Nicola Butterworth

Directorate: Neighbourhoods

Date: 20 January 2021

Section 2: To carry out a fundamental review of the newly created Neighbourhood Services Directorate, to drive efficiencies and realign service provision and deliver the objectives of the Wirral Plan. The existing Directorate provides a wide range of services and functions, some of which are statutory. However, there is a need to bring services together in order to sharpen focus and develop a blended and combined approach to create and protect an environment our residents can be proud of. The review will generate better, more focused and aligned Neighbourhood Services to residents, as services are brought together to provide joined-up service provision.. It is expected this could lead to a **potential saving of £350,000.**

Section 2a: Will this EIA be submitted to a Committee meeting?

Yes

If 'yes' please state which meeting and what date

Policy & Resources Committee – 17th February 2021

Hyperlink to where your EIA is/will be published on the Council's website

<https://democracy.wirral.gov.uk/ecCatDisplay.aspx?sch=doc&cat=13797>

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

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 engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

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
All Protected Groups	Positive - the redesigned Neighbourhoods Structure will deliver a stronger ethos of accessibility for all with more focused and aligned Neighbourhood Services to residents, as services are brought together to provide joined-up service provision.	n/a	Neighbourhood Services DMT	By Summer 2021	The Saving will be primarily achieved by the selection of EVR applicants of between 10-12 from across the Directorate..
Staff	Neutral At this stage of the proposal, it is not possible to identify the potential implications this may have on employees. Once considerations have been further progressed, we will	The Council's has a Redundancy and Redeployment Policy which sets out the Council's Policy and Procedures for organisational change,	Neighbourhood Services DMT	By Summer 2021	Initially staff time; further detail will be through development of related

	undertake an audit of employees directly affected and take account of any impact associated to protected characteristics.	including redundancy and ring fence situations. The Council has a legal obligation to consult with affected employees, explore alternatives and seek to avoid/mitigate against compulsory redundancies. As part of dealing with the Council's ongoing financial position a budget option has been proposed by Officers and agreed by Members which related to remodelling and redesigning elements of Neighbourhood Services to ensure that it is fit for purpose and to support the aims and ambitions of the Directorate which has been shared and agreed with Members. It is intended that these savings (£350,000) will be met entirely by the take-up of between 10-12 EVR applications from across the Directorate and therefore it is not intended to discriminate any particular group of employees.			business cases.
Services	Positive: New delivery models will be produced in order to deliver the Neighbourhood responsibilities contained within the Wirral Plan.		Neighbourhood Services DMT	By Summer 2021	Initially staff time; further detail will be through development

	Positive: Joined up and accessible 4 community services provided at the right level for residents and communities				of related business cases.
Communities	<p>Positive: More resilient and independent residents and communities who are able to support each other</p> <p>Positive: A focus on individual wellbeing, greater local control and influence, and control in relation to assets, open spaces and the place Positive: Released capacity, knowledge, assets and expertise from and to local communities</p>	<p>Specific impact will be analysed through business case development. Proposed developments will be undertaken in line with Council policy and appropriate consultation where applicable.</p>	Neighbourhood Services DMT	By Summer 2021	Initially staff time; further detail will be through development of related business cases.

Section 4a: Where and how will the above actions be monitored?
All activity around this option will be overseen by the Tourism, Communities, Culture and Leisure Committee.

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

N/A

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

This is an initial assessment and will develop alongside the proposal

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

Yes / No – (please delete as appropriate)

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?

Public consultation on this proposed budget implication from 21st December 2020 – 22 January 2021 which included online and virtual community outreach consultation

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?**