

Equality Impact Assessment Toolkit

(January 2021)

Section 1: Your details

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Head of Section: Siobhan Nagle

Chief Officer: Alan Evans

Directorate: Regeneration & Place

Date: 8 February 2021

Section 2: What Council proposal is being assessed?

Proposed reduction in budget for Accessibility Works in Council Buildings as designated under the Equalities Act 2010

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

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

Policy & Resources 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 employees working at Council Buildings; which could include all protected groups	Unlikely that there will be a significant equality impact experienced by employees. Should there be identified building works and/or adaptations, other funding will be available to meet any changes required for general access requirements, signage, creating designated spaces for protected groups etc	Early identification for building adaptations will be required to ensure funding is available. Planned Condition surveys for all Assets will incorporate Equality Impact Assessments for both employees and service users.	Head of Service (Asset Management)	6–12 months	Previously dedicated funding for adaptations will be met through other Capital/Revenue sources.
All service users of Council Buildings; which could	Unlikely that there will be a significant equality impact experienced by persons accessing Council owned buildings or those managed by the Council. Should there be identified building works and/or adaptations, other	Early identification for building adaptations will be required to ensure funding is available.	Head of Service (Asset Management)	6-12 months	Previously dedicated funding for adaptations will be met

include all protected groups	funding will be available to meet any changes required for general access requirements, signage, creating designated spaces for protected groups etc	Planned Condition surveys for all Assets will incorporate Equality Impact Assessments for both employees and service users.			through other Capital/Revenue sources.
Workforce	<p>Negative</p> <ul style="list-style-type: none"> • Early identification of works must be included within Capital schemes at an early stage • Capital schemes may need to be reduced to ensure all Equality works are included within the overall resources available <p>Neutral At this stage of the proposal there are no known implications of this budget reduction will have on employees.</p>	Any adverse impact on employees protected characteristics is unintentional and employees will be supported through the consultation process when building projects are being drawn up.	Head of Service (Asset Management)	Approx 6 months	Previously dedicated funding for adaptations will be met through other Capital/Revenue sources

Section 4a: Where and how will the above actions be monitored?

All Capital Projects are monitored by Asset Management project teams; through annual Condition survey updates any accessibility or equality related works will be picked up. Any works not being able to be funded will be escalated to the Capital Assets Group which meets on a monthly basis.

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

Due to other funding being available and the reduction in Council Buildings we do not anticipate there being an impact on the ability to undertake building works for the purposes of these regulations.

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

Building Regulations will be referenced in all construction related works.

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

No – any emerging findings will be included within the Capital programme or initiated by standalone works orders via the Asset Management section.

If 'yes' please continue to section 7.

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

Any arising issues will of course be discussed sensitively with the protected group concerned.

(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?

This proposal was part of a wider consultation on budget options which ran from 20 December 2020 – 22nd January 2021 which included online and virtual outreach consultations.

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?**