

# Equality Impact Assessment Toolkit

## (January 2021)

### **Section 1: Your details**

**EIA lead Officer:** Sally Shah

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**Head of Section:** Sally Shah

**Chief Officer:** Alan Evans

**Directorate:** Regeneration and Place

**Date:** 04 February 2021

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

The proposal to reduce the budget for the Culture and Visitor Economy service.

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

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

**17 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**
- x **The workforce**
- x **Communities**
- x **Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

Private sector, Community and Voluntary 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](mailto: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.**

<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>
Socio-economic status of Wirral residents	Potentially negative impact – the proposal is to remove funding and delivery capacity for the major events programmes, and also to reduce the Council support to grow the Visitor Economy. Both cultural activities and the visitor economy contribute to Wirral’s economy providing income and a positive reputation for the area.	<p>The budget proposal includes retention of some capacity to lead the integration of culture into the regeneration programme. This will include working with local cultural organisations to increase our visitor offer, increase our regional profile, increase local ownership &amp; engagement, and increase “staycation” visitor numbers with increased local spend as opposed to day visitors.</p> <p>Wirral has been successful in securing funding for regeneration which includes culture and visitor economy elements eg £25m of Future High Streets Funding for</p>	Sally Shah	Ongoing	Some service budget remains to be integrated into the regeneration programme

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
		<p>Birkenhead approved in December 2020. The regeneration service will continue to seek external funding to maximise culture and visitor economy growth.</p> <p>This will mitigate the impact of the budget reduction on those communities most at risk of negative economic impacts.</p> <p>For the visitor economy the proposal retains communication and marketing support to draw upon the Liverpool City Region resource for growing Wirral's visitor economy. In addition, the Council is proposing to maintain the funding within the Business Services Contract to continue supporting the Visitor Economy sector network.</p>			
Workforce	At this stage of the proposal, it is not possible to identify the potential implications this may have on individual employees. Once considerations have been further progressed, we will undertake an audit of employees directly affected and take	The Council's Redundancy and Redeployment Policy which sets out the Council's Policy and Procedures for organisational change, including redundancy and ring fence situations. The Council has a legal obligation to consult	Sally Shah	Aligned to budget timescale	Some service budget remains to be integrated into the regeneration programme

<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>account of any impact associated to protected characteristics.</p> <p>Any adverse impact on employees protected characteristics is unintentional and employees will be supported through the consultation process.</p> <p>There is currently an EVR/VS option being explored by the Council.</p>	<p>with affected employees, explore alternatives and seek to avoid/mitigate against compulsory redundancies.</p>			

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

Through the Directorate Management Team for Regeneration and Place

**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?**

Information about the economic impact of the major events held previously and also the visitor economy as a contributor to Wirral's economy.

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

No – (please delete as appropriate)

If 'yes' please continue to section 7.

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

This proposal is part of the Council's budget savings proposals which have been subject to a consultation process. If the Council chooses to accept this budget proposal then it will be included in the Council's budget and will therefore need to be implemented immediately.

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

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

This was part of the budget proposal consultation from 20<sup>th</sup> December 2020 – 22<sup>nd</sup> January 2021

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto: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](mailto: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](mailto: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](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**