

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Mike Callon

Email address: michaelcallon@wirral.gov.uk

Head of Section: Tim Games

Chief Officer: Shaer Halewood

Directorate: Resources

Date: 27/01/21

Section 2: What Council proposal is being assessed?

Budget option to reduce Business Change / Programme Management Office Budget by 15% and a total value of £670k.

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

Yes / No

If 'yes' please state which meeting and what date

Part of supporting documentation for Policy & Resources Budget Meeting 17/02/21

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
Business Change Team	Negative - The Business Change Team will have reduced capacity to deliver change projects in support of Council modernisation and the financial efficiency targets set out in the Medium Term Financial Plan. This may have an impact across the community	Change governance arrangements will need to monitor progress to ensure delivery of change does not fall behind schedule and put at risk the Council's financial sustainability. There is no direct impact on existing workforce as a result of this proposal.	Tim Games	01/04/21 – 31/03/26	N/A

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

Through the governance of the Council's Change Programme.

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?

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

Yes – The proposal is subject to the 2021/22 Budget Consultation.

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?

The 2021/22 Budget Consultation runs from 21/12/20 to 22/01/21. This is a corporate, Council-wide consultation that will report back to Policy & Services Committee on 17/02/21

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?**