



# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer:** Steve Atkins

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**Head of Section:** Simon Fox

**Chief Officer:** Nicola Butterworth

**Directorate:** Neighbourhood Services

**Date:** 08/02/2021

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

The Council's Communities Equalities Officer has been consulted and involved in the decision. The Council has an obligation under the Equality Act 2010 and the Public Sector Equality duty (Sect 149 2011) to show due regard to the duty and show due regard to mitigate any negative impacts that may affect people with protected characteristics under the Act.

The School Crossing Patrol Service is a non-statutory function, and the proposal is to withdraw this service to achieve a saving of £276,000.

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

**Yes /-No**

**If 'yes' please state which meeting and what date**

Budget, Policy and Resources Committee –  
Wednesday, 17<sup>th</sup> 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 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](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.**

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
Age	<p><b>Negative Impact</b> – The withdrawal of the School Crossing Patrol service could impact upon young people (pupils) in making their way to school. While there will be no change in the statutory responsibility of parents and guardians to get children safely to school, some parents and pupils may be required to make judgements as to where and when to cross a road.</p> <p><b>Negative impact</b> for older generations who utilise the service and also SCP staff of all ages who would be affected if the service is withdrawn.</p> <p><b>Negative impact</b> for older people - The predominant profile of SCP are aged</p>	<p>In some cases there may be opportunities to make crossing improvements and road safety education in schools will also provide opportunities to help individuals to cross the road safely.</p> <p>Any adverse impact on employees protected characteristics is unintentional and employees will be supported through the consultation process.</p>	Steve Atkins	Ongoing	Funding for physical improvements i.e. pedestrian crossings and road safety education such as ‘kerbcraft’ has not been identified.

	over 60 (approx. 2/3 <sup>rd</sup> s of the workforce are over 60). This could impact on their health and wellbeing in terms of social interaction, mobility and socio economic status (pension top up)				
Disability	<b>Negative Impact</b> – The withdrawal of the School Crossing Patrol service could impact upon young people (pupils) with a disability, particularly with a visual or mobility impairment or vulnerable children with learning difficulties whose cognitive skills in terms of road safety awareness may not be as responsive. While there will be no change in the statutory responsibility of parents and guardians to get children safely to school, some parents and pupils may be required to make judgements as to where and when to cross a road.	In some cases there may be opportunities to make crossing improvements and road safety education in schools will also provide opportunities to help individuals to cross the road safely.	Steve Atkins	Ongoing	Funding for physical improvements i.e. pedestrian crossings and road safety education such as 'kerbcraft' has not been identified.
Socio economic groups	There is an increased risk to children from certain communities who do not have access to other methods of transport and are put at higher risk without the service.  Similarly for children in rural areas the proposal could lead to an increase in car use resulting in an increase in obesity, higher congestion, greater road safety risk through increased traffic and decreased air quality.	In some cases there may be opportunities to make crossing improvements and road safety education in schools will also provide opportunities to help individuals to cross the road safely.	Steve Atkins	Ongoing	Funding for physical improvements i.e. pedestrian crossings and road safety education such as 'kerbcraft' has not been identified.

Workforce	<p><b>Negative</b> This proposal has a direct impact on approx. 60 employees. Withdrawal of the service would result in these employees being made redundant.</p>	<p>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 with affected employees, explore alternatives and seek to avoid/mitigate against compulsory redundancies.</p>			
All other protected groups	<p>Potential greater impact on women who are anecdotally, still recognised as the predominant factor in terms of carer/parental responsibilities. Potential adverse impact on married couples, those in civil partnerships, lone parents, pregnant women as it could affect daily routine and impact negatively on work and/or other family. The service generally supports parents.</p>	<p>In some cases there may be opportunities to make crossing improvements and road safety education in schools will also provide opportunities to help individuals to cross the road safely.</p> <p>We will work proactively with schools to identify where any assistance is needed and respond appropriately. We will also use the Councils various platforms to advise re these changes and to promote road safety to pedestrians and road users.</p>	Steve Atkins	Ongoing	Funding for physical improvements i.e. pedestrian crossings and road safety education such as 'kerbcraft' has not been identified.

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

Further consultation and ongoing discussions with staff, schools and parents. The council will continue to monitor all reported accidents including those involving children around schools.

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

If this proposal is accepted, then an increased pedestrian crossings and road safety education programmes may be required.

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

There has been public consultation on this budget saving proposal and ongoing discussions with trade unions and staff.

**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](mailto:engage@wirral.gov.uk) for publishing)

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

Public consultation has taken place on this budget saving proposal. Those staff affected will be formally consulted.

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?**