

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Jake Williams

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Head of Section: Nicki Butterworth

Chief Officer: Paul Satoor

Directorate: Neighbourhoods

Date: 26.01.2023

Section 2: What Council proposal is being assessed?

Temporary one-off Sundry costs for a 1 year saving. Temporary one-year reduction in uniform, car allowances, Office Equipment and sports materials budget. Reduction to remove underspends.

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

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

Policy and Resources 15th February 2023

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

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-budget-proposals-2023-24>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- X **Services**
- X **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
Workforce – all groups	Negative – staff may face limits on purchasing new equipment or uniform.	The 1 year pause must be clearly communicated to staff ahead of time to allow forward planning with resources available.	Andy McCartan	23/24 Financial Year	A review may be required of existing resources to ensure staff are equipped for the 23/24 Financial Year with the temporary reduction.
Workforce - disability	Positive -this proposal will not impact on any employees with a disability that require reasonable adjustments as part of their role	N/A	N/A	N/A	N/A
Service - all	Negative – the quality of leisure service provision may be reduced for service users,	A review of current equipment should be	Andy McCartan	23/24 Financial	Officers' time will be

groups	including those from protected groups, if staff are unable to purchase new sports equipment for a year.	conducted before the end of the current financial year to allow for forward planning.		Year	required to review existing equipment.
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Section 4a: Where and how will the above actions be monitored?

A service review will be conducted by the Senior Leisure Management Team in a year's time to ensure KPIs are being met and the above actions are being implemented. The lead person will liaise with Human Resources through pre-existing strategies and mechanisms to monitor how employees are managing any issues related to limits on purchasing new equipment and uniform. Should the findings of these monitoring mechanisms indicate adverse impacts due to the limits, the lead person will liaise with Human Resources and managers to address these issues as much as possible.

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?

Financial and service data has been utilised to build the business case and EIA.

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

No

(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?

Consultation is not required as savings will be made through internal cost efficiencies with no direct impacts on staff or service.

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?**