

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer:** Jeannette Royle

**Email address:** jeannetteroyle@wirral.gov.uk

**Head of Section:** David Ball

**Chief Officer:** Dave Hughes

**Directorate:** Regeneration & Place

**Date:** 14 February 2023

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

Budget proposals to reduce cost of Facilities Management costs at buildings which are surplus to operational service delivery. Assets include: Marriss House, Treasury Building, Moreton Municipal, Conway Centre, Hamilton Building.

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

**Yes**                      **Policy and Resources Committee 15 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>

**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](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>
Workforce	Administration bases were identified prior to the Covid pandemic to support the Council's Asset Consolidation Staff Relocation exercise prior to the move to new office accommodation in 2024. These locations have either been demolished, leased to others, leases surrendered, awaiting repurpose as part of the wider regeneration programme.	Consideration to ensure that all alternative accommodation meets all equalities implications for physical accessibility, IT connectivity, appropriate furniture has been undertaken.	Jeannette Royle	Since 2019 and will complete 2024	Existing resources within Asset Management but with consultation with Staffing groups, TU's, HR/OD and other service sections
Services	Prior to the Covid Pandemic 2 of the identified assets (Conway Centre and Hamilton Building) were accessed by Service users. A One Stop Shop was established at nearby Europa Pool, with improved access across other sites for video links/phone contact etc and family access has been arranged at other suitable locations around the Borough. Care	Assessments were carried out at the time of service re-provision. One Stop Shop access continues to be improved for remote (video, phone, online) and face to face access.	Jeannette Royle	Since 2020	Existing resources within Asset Management

	<p>has been taken to ensure that access for service users are easily accessed across the Borough which will mitigate socio-economic factors. A mix of access routes to services and information also supports this.</p>				
--	---	--	--	--	--

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

Staff accommodation is being constantly monitored ahead of the larger location to new offices; staffing groups are involved in the consultation process.

One Stop Shop access monitored via exit surveys following video link calls, phone calls and online services.

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

Alternative provision has been made for the continuation of services and appropriate accommodation; improved accessibility due to modern construction standards.

One Stop Shops: Additional video links across 5 libraries, face to face appointments available at 4 central libraries

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

New build standards for construction.

Exit results for One Stop Shops shows greater satisfaction of services; discussions held with heads of service.

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

No

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

The majority of the assets have already ceased to operate and have little external impact on service users.

(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?**

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?**