

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?

Income increases for non-statutory services – Multiple projects for generating income within the Neighbourhoods Services Directorate. It is considered that none of these projects have equalities impacts. However, this document will be reviewed and updated once the proposal is fully developed and any impacts are known.

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

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

Policy and Resources Committee 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
All (workforce)	Positive impact by reducing the council's budget deficit and improving its financial sustainability, thereby avoiding the need to offer voluntary/involuntary redundancies to employees, including those with protected characteristics. This is especially impactful for employees with a low socio-economic status.	N/A	N/A	N/A	N/A
All/low socio-economic status (services/communities)	A review of prices has not occurred in some years and income is now much lower than some fixed costs. Given rising prices, some of these costs need to be met. This may have a negative impact on some people with protected characteristics, particularly those of low socio-economic status, by making it more difficult for some people to access the services.	The Council will benchmark against other Local Authorities to identify prices that are accepted throughout the sector. The Council will then endeavour where possible to keep costs aligned with these benchmarked prices, or	Andrew McCartan	01/04/23 – 31/03/24	Officer resource will be required to undertake research to inform benchmarking exercises.

		lower where possible, and ensure increased income is directed back into the service. Additionally, only some costs have increased, so only those services with a high subsidy level will be focussed on, limiting the scope of services for which there will be price increases.			
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Section 4a: Where and how will the above actions be monitored?

The lead person will liaise with the relevant service manager to undertake benchmarking. This review will be prior to implementation of the price increases to ensure that prices are within acceptable levels in the context of benchmarked figures, or even lower. This will be reviewed by the service manager on a quarterly basis to ensure that prices are remaining at acceptable levels.

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

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

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

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

No

If 'yes' please continue to section 7.

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

Due to the nominal value of the saving and a lack of workforce impacts, consultation of residents, staff, and trade unions is not required.

(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?

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 its 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?**