

# 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?**

Review of tree management service, including income opportunities and service development. This proposal suggests a review of service for new income opportunities, and a review of the tree management operation, to drive efficiencies against Wirral Plan & Climate Emergency strategy outcomes and objectives.

The budget proposal does not directly affect protected groups or Wirral residents in general. The proposal relates to introducing/expending charges for tree inspection on behalf of landowners. The review of the tree management operation will have no impact on residents. Additionally, this is a developing proposal and this assessment may be reviewed and amended as impacts become 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 15<sup>th</sup> 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)

- 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.

- X **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>
All (communities)	Any proposal to introduce or to review any fee may have a negative impact on the community including those with protected characteristics.	Any changes will be benchmarked against similar services and will be communicated to the public in good time and in an accessible way.	Mike Cockburn	Ongoing	As benchmarking is standard practice for income generating proposals in the Council, this will not require additional resources.

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

The lead person will liaise with the service manager pre-implementation of the proposal to ensure that it is benchmarked against similar services. This will likewise be done with communications colleagues to ensure service changes are communicated to the public in good time and in an accessible way. This will be done on an ongoing basis as part of the management of the implementation of the proposal.

**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?**

Finance and service data has been utilised to inform this proposal.

**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:

The proposal does not directly affect service delivery for the Council, nor does it have any workforce implications. Hence resident, staff, and trade union consultation is not required.

(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?**