

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?

Reduction in Marketing Budget for Waste Services. This proposal will include a permanent reduction to the recycling marketing and promotion budget of £20k from the 2023/24 financial year.

This is a partial reduction in the budget. This budget was retained when the Waste team provided annual bin collection calendars to all residents. There is a requirement for this to happen in 2022/23 due to a re-routing exercise and communication and engagement required to increase recycling in Wirral, which has been in decline over the past few years.

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)

- 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 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 groups (communities)	Negative impact – there may be a reduced awareness within Wirral’s residents and commuting workers of the Borough’s recycling infrastructure.	Provide regular updates to website in order to keep communities informed. Brief public-facing staff so that they can provide support where necessary.	Mike Cockburn	Ongoing	Met using existing resources.
Low Socio-economic groups (communities)	Negative impact – this proposal may affect those experiencing digital exclusion as they may be prevented from accessing online-only information due to limited access to devices, data or the skillset required.	Provide access through information hubs such as leisure centres and libraries. Follow procedures in line with our Digital Inclusion Policy.	Mike Cockburn	Ongoing	Met using existing resources.
Age	Negative impact – this proposal may impact	Provide access through	Mike	Ongoing	Met using

(communities)	older people who may be less familiar with digital technology, as they may be excluded from accessing online-only information due to limited access to devices, data or the skillset required.	information hubs such as leisure centres and libraries. The Council will provide information in different languages and formats upon request and within a reasonable timeframe.	Cockburn		existing resources.
Disability (communities)	Negative impact – this proposal may affect people with disabilities, particularly those with learning difficulties may become excluded from accessing online-only information due to limited access to devices, data or the skillset required.	Provide access through information hubs such as leisure centres and libraries. The Council will provide information in different languages and formats upon request and within a reasonable timeframe.	Mike Cockburn	Ongoing	Met using existing resources.

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

The actions will be monitored by senior managers in the waste management team. Wirral's recycling rate is reported on quarterly as part of the Wirral Plan Key Performance Indicators.

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.

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

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 for publishing)

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

As this proposal does not significantly impact service delivery for residents, nor does it carry any workforce implications, resident, staff, and trade union consultation is not required.

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?**