

# 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?**

Transformation of leisure services over a five-year period. The proposal focuses on several key themes: energy efficiency measures, service restructures, contracts and commissioning arrangements and sales & marketing.

Future years savings (years 2 – 5) will focus on different themes, including:

- Co-location of services, both internally and externally.
- NHS and Public Health partnerships, creating opportunities for further commissioning and for strategic joint grant funding bids.
- Greater focus on the facility investment model, with a shift towards a health outcome-based model
- Multi skilled staffing workforces based on current health priorities.

As a result of the above, further savings will be made through both asset efficiencies, staffing efficiencies/ restructures, as well as additional income through grant funding and joint partnerships.

Impacts

- No liability for existing building costs.
- No compulsory redundancies. No liability for redundancy costs and capital interest costs of redundancy (PWLb).
- Retention of all social and public health benefits.
- No requirement for other council directorates to recommission services.

- Retention of Tranche 1 funding.
- Retention of all income and further growth.
- No claw back on grant/capital funding.

Whilst there are no redundancies associated with this saving, the transformational saving involves a structure review, of which several EVR and vacant posts may be taken to facilitate the staffing restructure.

The exact number of FTE's is unknown at this time.

It should also be known that this is a developing proposal, and that 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 & Resources Committee 15 February 2023

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

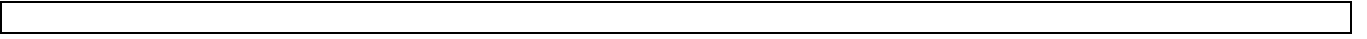
<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-budget-proposals-2023-24>

**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](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.

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 (services)	Negative impact should change in service delivery lead to loss or reduction in quality of services for those from protected groups.	As this proposal is to be delivered through increased efficiencies, it is not thought that there will be any loss of or quality reductions in such services. However, service Key Performance Indicators will be monitored through routine service monitoring mechanisms (i.e. participation, participation according to demographic information, customer feedback). Should service quality issues be identified by the lead person, the lead person will liaise with service managers to	Andrew McCartan	2023-2028	As this is routine business practice, there are no resource implications associated with this mitigation action.

		address issues related to service quality reduction.			
Age (workforce)	Negative – the offer of EVRs would affect a particular age group of employees (aged 55 and over).	Any adverse impact on the demographic of this cohort is unintentional	Andrew McCarten	2023-2024	Utilisation of the Council's Redundancy and Redeployment Policy is routine business practice and therefore will not require any additional resources
All (workforce)	Negative – whilst there are no redundancies associated with this saving, the transformational saving will involve a structure review, of which several EVR and vacant posts may be taken to facilitate the staffing restructure.	Once the number of FTE's is known, an analysis of their equality profile will be undertaken to ensure there are no adverse impacts on a particular groups or groups of people.  Ensure that the Council's Redundancy and Redeployment Policy is implemented during the process of offering, and processing EVRs, therefore ensuring that the selection process is based on factors not related to protected characteristics other than age.			
All (service)	Positive should efficiency increases lead to an increase in service quality.	N/A	N/A	N/A	N/A
All (communities)	Potential negative impact on resident's access to other council services following co-location of services.	Ensure that EIAs are completed as part of proposals for the co-location of any services, and that adequate mitigations for any	Andrew McCartan	2023-2028	The development of EIAs are a part of routine business

		potential impacts on access are implemented.			practice and will therefore not incur any additional resource implications.
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**Section 4a: Where and how will the above actions be monitored?**

The lead person will delegate responsibility to Human Resources to ensure that the council's Redundancy and Redeployment Policy is properly enforced. The lead person will be responsible for liaising with the head of service to ensure that service KPIs are being met, including those for services which protected groups benefit from, and if not that strategies are put into place to address this. This will occur on a quarterly basis. The lead person will also ensure that EIAs are completed on any proposals for co-location of services, as is routine business practice.

**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 specific data has been utilised to build the business case and inform the EIA.

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

Yes

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](mailto:engage@wirral.gov.uk) for publishing)

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

It is anticipated that much of the work programme required to make the saving will be undertaken as BAU activity. In the event that there are any staff impacted, workforce consultation will be undertaken as per the approved HR processes.

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?**