

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Jeannette Royle

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Head of Section: David Ball

Chief Officer: Dave Hughes

Directorate: Regeneration & Place

Date: 16 February 2023

Section 2: What Council proposal is being assessed?

Budget proposals to reduce cost of Facilities Management services at Solar Campus, Leasowe.

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 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
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. Whilst the Solar Campus was not identified in this initial review (ACSR), it is now within scope of a further rationalisation of assets. Phase 1 will stand-down the building known as the NVQ Centre which is situated on the former Emslie Morgan Academy site; currently being used by licencing services. Phase 2 will stand down the remaining site; being used by the Multi Agency Safe Guarding Hub and other Youth and Children's Services.	Consideration to ensure that all alternative accommodation meets all equalities implications for physical accessibility, IT connectivity, appropriate furniture will be undertaken.	Jeannette Royle	Phase 1 March 2023 Phase 2 March 2024	Existing resources within Asset Management but with consultation with Staffing groups, TU's, HR/OD and other service sections

<p>Services</p>	<p>A number of services are being run from the Solar Campus Location.</p> <ul style="list-style-type: none"> - Taxi Licencing relocated from Wallasey Town Hall during the Covid Pandemic (phase 1) approx. 15 staff work out of this building, identification of an alternative space will be challenging due to the reduced number of operational assets. - MASH, Youth Offending and other children's services (phase 2) approx. 150 staff work out of this building and very careful consideration is required for an alternative solution which suits partners and the required level of security. 	<p>Assessments were carried out at the time of service relocation to Solar Campus.</p> <p>Consultation is required with heads of service during 2023 to ensure that phase 2 can be successfully delivered. Including general accessibility to the proposed venue (bearing in mind that Leasowe is not regarded as being central for Wirral residents to travel to); alternative sites would likely to be a positive impact.</p>	<p>Jeannette Royle</p>	<p>Phase 1 March 2023</p> <p>Phase 2 March 2024</p>	<p>Existing resources within Asset Management</p>
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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.

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

Alternative provision will be made for the continuation of services and appropriate accommodation.

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

On going discussions with heads of service.
Known asset information relating to suitability of location for services.

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 proposals have limited external impact on service users, alternative solutions are expected to have a positive impact due to the locations under consideration.

(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 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?**