

# Equality Impact Assessment Toolkit

## **Section 1: Your details**

**EIA lead Officer:** Hannah Myers, Interim Head of Improvement and Effectiveness

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**Head of Section:** Kerry Mehta, Assistant Director – Children and Families

**Chief Officer:** Simone White, Director for Children, Families and Education

**Directorate:** Children's Services

**Date:** 02-02-23

## **Section 2: What Council proposal is being assessed?**

The proposal will involve the redesign and restructure of the Assessment and Intervention Service in Children and Families and the Family Matters service to provide one single service.

## **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>

**Section 3:** Does the proposal have the potential to affect..... (please tick relevant boxes)

- **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](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 groups: workforce	<p>All groups of people could be negatively impacted if their roles are changed as part of the restructure.</p> <p>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.</p> <p>Negative – the offer of EVRs would affect a particular age group of employees (aged 55 and over).</p>	<p>There will be a consultation which will allow people to share their concerns.</p> <p>Once the number of affected employees 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.</p> <p>The overall composition of the workforce aged over 55 is 30%</p>	Mick Wafer, HR Business Partner Kerry Mehta, AD- Children and Families	As part of the service design timescales	Officer time
Disability: Workforce	Negative	All reasonable adjustments			

	<p>Some employees with reasonable adjustment in place may not feel confident to share their circumstances with a new manager.</p>	<p>move with the employee irrespective of where they are based or who their manager is.</p> <p>Existing adjustments should be reviewed and discussed as part of ongoing wellbeing check ins.</p>			
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**Section 4a: Where and how will the above actions be monitored?**

As this is a developing proposal, impacts will be monitored throughout and equality implications will be considered when devising, delivering, and monitoring the service.

**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?**

**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?**

Public consultation on this proposed budget implication will take place in January 2023 as part of the Council's overall consultation.

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?**