

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Rebecca Mellor

Email address: rebeccamellor@wirral.gov.uk

Head of Section: Elspeth Anwar

Chief Officer: Dave Bradburn

Directorate: Public Health

Date: 04 May 2023

Section 2: What Council proposal is being assessed?

HelpOut Programme extension under the Wirral Worklessness Support Service

Extension of the provision enabling **Involve Northwest (INW)** to deliver a support service aiming to improve the health and wellbeing outcomes of eligible participants under the Wirral Worklessness Support Service for the period of 01/05/2023 – 31/03/2024.

Proposal is aiming to improve target population's worklessness situation by removing wellbeing barriers to work and to support sustainable employment.

Section 2a: Will this EIA be submitted to a Committee meeting?

NO

If 'yes' please state which meeting and what date

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
Unemployed, long term unemployed, inactive residents	The Service provides a bespoke offer tailored to the individuals it works with. The support is designed around the needs of the individual. This varies from person to person and may include wellbeing, mental health, financial and other types of support.	The service is expected to use complex referral system and targets those hardest to reach individuals who have been out of work for a significant amount of time. Highly flexible and individual approach is required to remove barriers and assist those vulnerable residents who often do not respond positively to mainstream approaches.	Provider Lead/Public Health Senior Manager	Ongoing	Within Contract
Areas of deprivation	There is the potential for variation or limited uptake of services in areas of higher deprivation where need is greater.	Service referral design includes better collaboration with other community-based	Provider Lead/Public Health Senior	Ongoing	Within Contract

		groups ensuring greater reach and increasing uptake, as well as a mobile service provision - a minibus regularly visiting the most deprived areas	Manager		
Groups with protected characteristics	HelpOut Service is commissioned to be accessible to all groups with protected characteristics covered by the Equality Act 2010 (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation, marriage or civil partnership) including wheelchair accessibility. The needs of people will vary across the service. Some will be more vulnerable and reluctant to access support. The programme is tailored to cater for individuals needs on a case-by-case basis and is commissioned to be a flexible service to support identified needs across the target population.	There is overlap/ intersectionality between the protected characteristics e.g. gender, ethnicity, disability and deprivation and the outcome here of worklessness – i.e. they may compound each other. We will ensure we are monitoring these links and mitigating this through contract monitoring and delivery.	Provider Lead/Public Health Senior Manager	Ongoing	Within Contract
CVFSE Sector Community, voluntary, faith and social enterprise sector	HelpOut appears to be a flagship model within the Liverpool City Region (LCR), developed and trialled in Wirral. This demonstrates Wirral's Community, voluntary, faith and social enterprise (CVFSE) sectors' ability to create innovative service models worth regional and national recognition.	Assistance to the Service to identify path to sustainability, and possibility to scale up, could not only benefit affected residents within the borough's boundaries but could highlight innovative approaches in public services and spotlight Wirral's innovative edge.	Provider Lead/Public Health Senior Manager	Ongoing	Within Contract
ALL	Equality implications and considerations will be part of the award process for this contract.	Contracting process will include specific questions in regard to meeting the	Public Health Senior Manager	01/05/2023	Within Contract

		standards of the Equality Act 2010. Chosen provider will be expected to demonstrate a commitment to equalities.			
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Section 4a: Where and how will the above actions be monitored?

Activity data in respect of outputs are important in ensuring that a comprehensive picture of participants being referred into the service can be mapped against known areas of need. Regular review meetings will form part of the contract with the provider.

An electronic data capturing system will be developed, maintained and reported on by the provider. Data management, capture, entry and analysis will be the responsibility of the provider.

The supplier will be expected to work with the commissioner and researchers to ensure ongoing and independent evaluation. In order to conform to the General Data Protection Regulation (GDPR) and Data Protection Act 2018, explicit informed consent must be given by participants to enable this.

There has been a commissioner visit to site to check the facility is suitable.

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?

Wirral Economic Strategy (2021-2026)¹ proposes to increase the employment rate in the Borough and reduce the gap between the areas of highest deprivation. Wirral Community Wealth Building Strategy (2020-2025) supports the Economic Strategy and identifies workforce as one of the five areas to build community wealth in Wirral.

The latest economic data highlights that 20,200 households in Wirral are workless, which is 19.7% of all households in the borough. This is higher than the Northwest average of 15.5% and the average for Great Britain of 13.6%. (ONS, Workless Households 2020). The current claimant count for jobseekers stands at 8,030 people which is 4.2% of those aged 16-64 in Wirral and includes those claiming Universal Credit required to seek work (NOMIS Claimant Count, March 2022). The number of Wirral residents without qualifications is 17,700 which is 9.2% of the working-age population and higher than the 6.6% average for Great Britain (ONS, 2021).

¹ Wirral Economic Strategy 2021-2026 <https://www.wirralintelligenceservice.org/media/3577/final-wirral-economic-development-strategy-dec-2021.pdf>

Claimant counts vary significantly by constituency. In Birkenhead constituency, the proportion of residents of working age claiming out-of-work benefits is 5.9% compared to 1.9% in Wirral South (this does not include those out of work for health reasons).

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 broader framework behind the provision, the Wirral Ways to Work Programme is part of the wider Liverpool City Region Combined Authority Ways to Work Programme. It is a local intelligence driven, comprehensive and integrated programme for young people and adults designed to improve personal resilience and progress to sustainable employment.

(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?