

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer:** Mike Callon – Head of Corporate Office

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**Head of Section:** Mike Callon – Head of Corporate Office

**Chief Officer:** Jill Travers – Director of Law & Governance

**Directorate:** Law & Governance

**Date:** November 2023

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

### **New Council Plan**

The new Council Plan builds on and replaces the existing Wirral Plan 2021-26 which was approved by Council 6 September 2021 and refreshed on 11 July 2022. It also supersedes the Council's Improvement Plan which was approved by Council 11 July 2022. The new Plan acts as a single plan for the organisation, articulating a vision and priorities for the next four years to deliver in line with the needs of residents whilst transforming and modernising the Council to maximise opportunities for greater efficiency and effectiveness.

The Council Plan is built around 5 delivery theme and 1 enabling theme, which align with the Council's governance and committee system:

1. Early help for children and families
2. Promoting independence and healthier lives
3. People-focussed regeneration
4. Protecting our environment
5. Safe and resilient communities
6. An efficient and effective Council – Enabling Theme

**This is a developing proposal. This document may be reviewed and amended throughout the lifespan of the Council Plan to ensure continuing compliance with the Equality Act 2010 and Public Sector Equality Duty**

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

**Yes / No**                      **If 'yes' please state which meeting and what date**

Policy & Resources Committee 21<sup>st</sup> November 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)

Y        **Services**

Y        **The workforce**

Y        **Communities**

Y        **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. We encourage services to consider the impact on those who serve and who have served in the armed forces and their families, in accordance with the Armed Forces Covenant

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 categories /workforce/ services	<p>Theme 1- An efficient and effective Council, builds on The Council’s current Improvement Plan to ensure a continuous programme of improvement and service transformation. All Directorates will be reviewed and restructured to support the Council Plan. The Council will accelerate its digital transformation to improve automation of processes and improved customer accessibility.</p> <p><b>Outcomes An efficient and effective Council</b></p> <ul style="list-style-type: none"> <li>Council finances stabilised</li> <li>Services are cost-effective and deliver value for money</li> <li>Council services are efficient, accessible and inclusive</li> <li>Assets and property support our vision and priorities</li> </ul>	<p>We will ensure that services and information is as accessible as possible and take reasonable steps and adjustments to help our communities have an input into services and to access the services that they need. Workforce is an important element of The Council Plan and we will build on an inclusive culture within the workforce and ensure that we meet legal equality obligations in respect of our staff.</p>	Across all Directorates	Lifespan of the plan	To be reviewed.

<p>All categories</p>	<p>Equality, Diversity and Inclusion is a consideration that runs through all themes of the plan and may impact all protected characteristics under the Equality Act 2010 as well as socio economic status and members of the Armed Forces Covenant. All themes have specific outcomes and measurements to ensure continuous progress and improvements.</p> <p>3<sup>rd</sup> Sector organisations and partners will have an important part to play to deliver the outcomes of the plan.</p> <p><b>Outcomes - Early help for children and families</b> Children and young people have their needs met early Children and young people stay safe and are protected from harm Children and young people achieve their potential and are prepared for adulthood.</p> <p><b>Outcomes - Promoting independence and healthier lives</b> People live independently for longer People get the right care at the right time Quality improvements are made within the care sector Inequalities in health are reduced.</p>	<p>The Council Plan is the primary document in the Council's Policy Framework as set out in Part 3 Section A of the Council's constitution. The Council Plan drives all of the Council's operational activity in terms of the day-to-day management and delivery of Council services. It also sets out the plans for organisational change and improvement. It is envisaged that The Council Plan will have a positive effect on our communities. Equality implications will be a consideration when reviewing and building services, delivering on priorities and ensuring equality impacts are considered and given sufficient weight alongside other important considerations</p>	<p>Across all Directorates</p>	<p>Lifespan of the plan</p>	<p>To be reviewed.</p>
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	<p><b>Outcomes - People-focussed regeneration</b> More investment secured and created to deliver regeneration in Wirral More jobs created and more people in good quality, sustainable work More quality, environmentally sustainable and affordable homes More businesses (including community/ social enterprise) established and survive.</p> <p><b>Outcomes - Protecting our environment</b> An environmentally friendly and sustainable borough Net zero targets achieved Improved transport infrastructure.</p> <p><b>Outcomes - Safe, resilient and engaged communities.</b> People and communities feel safer where they live, work, and socialise. More residents lead active and healthy lives.</p>				
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**Section 4a: Where and how will the above actions be monitored?**

A performance management framework is being developed that will ensure the ability to measure progress against the new Council Plan over the next four years. For each theme, the following has been developed:

- A set of outcomes which articulate the benefits the Council is seeking to achieve.
- A series of deliverables i.e. what the Council is planning to do to meet those outcomes.
- A set of measures and performance indicators that will be developed and used to monitor progress.

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

This is an initial and overarching equalities assessment and reflects the visions of the Council Plan. Assessments of each theme may be completed throughout the life of the plan and any potential negative impact will be assessed on an ongoing basis.

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

External Assurance Reports (Ada Burns / CIPFA)  
LGA Corporate Peer Challenge outcome and revisit reports.  
Wirral Plan 2021-26  
Wirral Improvement Plan

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

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

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

The Council Plan has been developed in consultation with the Council's political leadership. This has involved a series of Group Leader workshops from July through to September.

There has been wider engagement with Elected Members through dedicated briefings and question and answer sessions for each of the political groups and with Policy Committees throughout October.

An all-Member briefing was provided on 30 October as a means to secure any final input before the final draft of the Council Plan has been produced.

Pending approval, further engagement will be scheduled in January and February to enable committees to input into the performance management framework. Once approved, the framework will be regularly reviewed and reported to Policy Committees alongside quarterly financial performance reporting.

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?**