

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA Lead Officer:** Donna Locke

**Email address:** donnalocke@wirral.gov.uk

**Head of Section:** Jayne Marshall

**Chief Officer:** Graham Hodgkinson

**Directorate:** Adult Health & Care

**Date:** 15 September 2023

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

Healthy Wirral Programme – Pillar 3 Care Market Sufficiency

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

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

Wirral Place Based Partnership Board – 28 September 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](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 people 18+ in receipt of residential, nursing or Domiciliary Care Service	Potential negative impact if there are insufficient services to meet demand of the population which could also result in a negative impact on other local services.	The work programme of the Healthy Wirral Group includes a care market sufficiency workstream under its pillar 3 arrangements. This group proactively forward plans work with the community care market throughout the year to ensure demand with trajectory improvement targets set and agreed at the programme board.	Donna Locke	April 2022 – April 2024	Existing Adult Health & Care staff are allocated to manage and report on the project to the Healthy Wirral Programme Board

All People 18+ in receipt of residential, nursing or Domiciliary Care Service	Potential positive impact on people in receipt of services and partner agencies with local services as capacity improves and people are in receipt of their service quicker than previously.		Donna Locke	April 2022 – April 2024	Existing Adult Health & Care staff are allocated to manage and report on the project to the Healthy Wirral Programme Board
Communities	People seeking employment could have the opportunity as part of targeted recruitment campaigns to have new or alternative job offers at the Real Living Wage rate			Donna Locke	April 2022 – April 2024

**Section 4a: Where and how will the above actions be monitored?**

Weekly Pillar 3 Project meetings which report to monthly Programme Board

**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?**

The council has a series of performance and intelligence reports that it collates with partner agencies to inform current and future service deliver targets

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

Yes / No – (please delete as appropriate) No

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

Negotiation and consultation has already taken place as part of the Healthy Wirral Programme Board

(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?**

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?**